2024 PERFORMANCE REPORT

# Advancing science for life

Boston Scientific
Advancing science for life™

# Advancing science for more time with family

Mike Olson has always been full of energy. Whether taking on home improvement projects or tending to the yard, Mike thrives on keeping active. According to his wife Laura, he's happiest when he has a project in the works. But over time, something in Mike started to change.

"The decline was gradual," he recalls. "Yard work was getting harder, and things that never bothered me started to feel exhausting, but I thought I was just getting older."

Then one day his daughter, Katy Jo, gave him a hug and noticed something was off. She asked him why his heart was beating so fast, but Mike had no idea what she was talking about. He checked his blood pressure, but couldn't even get a reading because his heart was in such an erratic rhythm. A trip to the doctor revealed something far more serious: Mike was in heart failure due to atrial fibrillation (AF).

"It hit me like a ton of bricks," he admits. "Heart failure? Me? That was when I knew I needed to take this seriously." Mike's wife, Laura, a meeting and events specialist in our Electrophysiology division, knew the risks all too well.

Mike's physician recommended treatment with the FARAPULSE™ Pulsed Field Ablation (PFA) System, an innovative therapy for treating AF, and one that uses precise electrical fields to target and treat heart tissue while minimizing damage to surrounding structures, such as the esophagus. With his family's support, Mike underwent the procedure. The experience was straightforward and largely pain-free, and Mike felt better almost immediately. "I remember thinking, 'Wow, my heart is functioning better!'"

Mike is back doing everything he loves: tackling home projects, staying active outdoors and spending quality time with family. "It's a huge blessing for me to be here. Every day is a joy," he says.

We wholeheartedly agree. At Boston Scientific we are advancing science for life to give more patients like Mike more moments with the people they love.

> "It's a huge blessing for me to be here. Every day is a joy."
>
> **Mike Olson**
> Treated with the FARAPULSE™ PFA System

# Advancing science for life

## Table of contents



This report has been prepared with reference to the Global Reporting Initiative (GRI) Standards as well as alignment with the Sustainability Accounting Standards Board (SASB) standards for the Medical Equipment & Supplies industry and the Task Force on Climate-related Financial Disclosures (TCFD) recommendations. Unless otherwise indicated, data in this 2024 Performance Report and appendix are as of, or for the year ended, December 31, 2024, as applicable. Please refer to the appendix for detailed metrics and key definitions used within this report.

Reporting on other matters specific to financial performance of the company and its subsidiaries can be found in our 2024 Annual Report.

See page 78 for footnotes.

# Introduction

Advancing science for more innovative care, empowered people and a healthier planet.

**In this section:**

# A message from our Chairman and Chief Executive Officer

"Our work at Boston Scientific is about more than developing innovative technologies — it's about advancing science for life. We are making a real difference for patients, customers and communities around the world, and I'm grateful for the dedication of our global team."

This is an incredibly exciting time to be at Boston Scientific, one marked by significant growth and ambitious goals for future innovations. Our high performance across the company is fueled by our purpose of advancing science for life. We are as dedicated as ever to tackling healthcare's biggest challenges so patients can experience more of what truly matters — more time to connect with loved ones, more celebrating, more living — a conviction our 53,000 global employees bring to their work every day.

Our 2024 results demonstrate the power of that purpose. Our teams expanded our manufacturing, supply chain and digital capacities to meet growing demand, launched approximately 100 products and fueled our pipeline by investing $1.6 billion into research and development.[1] To better serve patients, we worked to improve access to the life-changing devices and procedures people need, generated new evidence through clinical trials and invested $89 million to fund medical research, fellowships, education and charitable organizations. Because human health is inextricably linked to the health of our environment, we also progressed toward our science-based emission reduction targets, including achieving our goal of 100% renewable electricity.[2,3] But of all our accomplishments, the one that makes me proudest is that we helped improve the lives of more than 44 million patients around the world.

No matter how much progress we make, there's always much more to do. I know that our values-driven global teams remain committed to the work ahead and that together we'll continue to transform lives through innovative medical solutions.

**Mike Mahoney**
Chairman and Chief Executive Officer, Boston Scientific

# What guides us

## Our purpose

We are focused on advancing science for life so patients can enjoy more of what truly matters.

## Our mission

We transform lives through innovative medical solutions that improve the health of patients around the world.

## Our core values

- Caring
- Diversity
- Global collaboration
- High performance
- Meaningful innovation
- Winning spirit

# Boston Scientific: 2024 at a glance

Boston Scientific transforms lives through innovative medical technologies that improve the health of patients around the world. As a global medical technology leader for more than 45 years, we advance science for life by providing a broad range of high-performance solutions that address unmet patient needs and reduce the cost of healthcare.

▶ *Visit our **Investor Relations website** to learn more about our category leadership strategy and growth opportunities.*

## Awards and recognition

▶ *Visit our website for a **full list of our awards**.*

**Fortune**
World's Most Admired
*(2016-2025)*

**Fortune**
America's Most Innovative Companies
*(2024)*

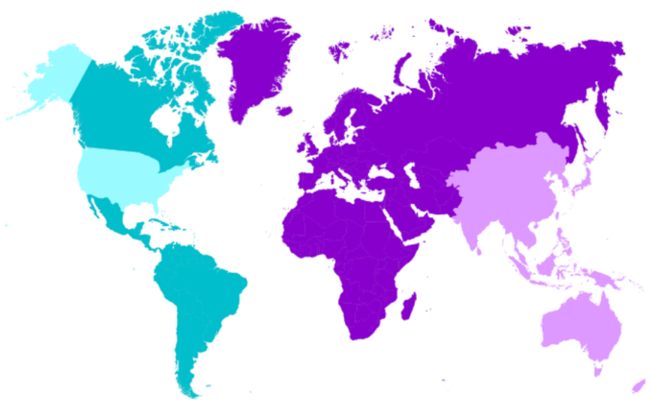
**JUST Capital and CNBC**
America's Most JUST Companies
*(2020-2022, 2024-2025)*

**Dow Jones**
Sustainability Index North America
*(2020-2024)*

## 2024 net sales (dollars in millions)

### By region

**Net sales**
**$16,747**



**U.S.**
$10,210

**Europe, Middle East and Africa (EMEA)**
$3,228

**Asia-Pacific (APAC)**
$2,686

**Latin America and Canada (LACA)**
$624

Amounts may not add up due to rounding.

### By business

# Acting on our corporate responsibility

At Boston Scientific, we are committed to transparency and we foster a culture of accountability and continuous improvement. As industry best practices evolve, we enhance our reporting to help ensure we remain at the forefront of responsible business practices.

## A strategy for responsible growth

As a global healthcare company, we are dedicated to meeting patient needs while making a positive impact on the world we share. Our commitment extends beyond innovation: we strive to advance science for life in a sustainable way, embedding responsible practices across our business. This approach is rooted in our culture and guides how we operate, collaborate and innovate. The lessons we learn along the way shape our progress and drive continuous improvement in everything we do.

Our strategy, priorities and practices are informed by conversations with diverse stakeholders inside and outside the company — locally and globally. In our collaborations, we work with organizations that share our dedication to better understand and improve environmental, social and economic progress. We are aligned with the United Nations Sustainable Development Goals, which guides our work to sustainable health innovations that benefit both current and future generations.

Our focus areas fall into three pillars: driving innovative care, empowering people and fostering a healthier planet — all grounded in a commitment to business integrity.

## Our strong governance approach

As a leading medical technology business, we aim to enhance health outcomes for patients globally through rigorous research, scientific discipline, strong governance and collaboration across divisions. We bring the same approach to our corporate responsibility efforts.

To deliver meaningful results, subject matter experts and key advisors across our company work closely together to determine how we measure and share progress on our performance. Our vice president of Corporate Responsibility shapes and executes our global corporate responsibility strategy, ensuring continuous progress and accountability. Regular updates are provided to the Executive Committee as well as to the Board of Directors and its Nominating and Governance Committee.

## Reinforcing performance

Our annual employee bonus program includes a modifier that is based on companywide progress toward corporate responsibility goals, which reinforce the importance of building value responsibly and sustainably.

▶ *To learn more about our performance, please see the company's **2025 Proxy Statement**.*

## Driving progress toward a more sustainable future

At Boston Scientific, our purpose — advancing science for life — drives everything we do. It informs our culture, fuels our innovation and helps ensure we act with integrity in every aspect of our work.

Whether we're expanding access to care, enhancing sustainability in our supply chain or preparing for evolving regulatory requirements, we are focused on progress and accountability.

But real change doesn't happen in a silo. We know that to achieve the greatest impact, we must work together. By listening to our customers, learning from diverse stakeholders and collaborating across industries, geographies and disciplines, we are collectively driving progress toward a more sustainable future.

This report highlights our 2024 results in how we are innovating care, empowering people and shaping a healthier planet. We will continue to embed corporate responsibility principles into our decision-making to help advance our business and create a positive and lasting impact on our planet and communities.

I am grateful for the commitment of our employees around the world. Their work helps improve outcomes for patients, who are always at the heart of what we do.

**Kathryn Unger**
Vice President, Corporate Responsibility

# Acting on our corporate responsibility continued

## Q&A

### Driving meaningful innovation for a healthier world

**KENNETH STEIN, M.D.**
Senior Vice President
Global Chief Medical Officer

**Meaningful innovation is a core value for Boston Scientific. How does this guide your work?**

Solving the toughest problems in healthcare motivates us to make the greatest difference possible for patients and our customers.

We focus on less invasive medical technologies to address complex health conditions, applying innovative technology to optimize clinical decision-making and expand access to life-saving and life-enhancing treatments.

**How is the company enhancing its innovations to benefit more patients?**

Our medical solutions offer several advantages that improve patient outcomes and reduce the cost of care, such as shorter hospital stays, outpatient procedures, lower complication rates and faster recoveries.

Take atrial fibrillation (AF), a condition that affects approximately 10 million[4] people in the U.S. alone. This number is expected to nearly triple by 2030. Our FARAPULSE™ PFA System is revolutionizing AF treatment. The technology's tissue-selective, non-thermal electrical fields minimize risks associated with traditional thermal ablation techniques, while simple, repeatable procedures allow hospitals to treat more patients living with AF.

Artificial intelligence (AI) is playing a transformative role in medical innovation. A great example is our AVVIGO™+ Multi-Modality Guidance System. It enables real time interpretation of images during cardiac intravascular imaging, which leads to improved outcomes. This advanced imaging solution eliminates the need for patients to go to highly specialized medical centers to receive the best possible treatment.

Additionally, the BodyGuardian™ remote cardiac monitor can analyze millions of heartbeats in real time to detect abnormalities. Without AI, screening such vast amounts of data would be impossible.

**What is Boston Scientific doing to address health inequities?**

Addressing health inequities is a longstanding commitment at Boston Scientific. Through our work, we help ensure that those who could benefit from life-saving therapies know about them and have access to the care they need.

Our Close the Gap (CTG) initiative is an example of this commitment. The initiative helps remove barriers that can prevent underserved populations from accessing therapies that could make a major difference in their lives. By partnering with healthcare providers, CTG identifies opportunities to improve care and take action to make a real difference for patients.

Another critical challenge is ensuring clinical trials reflect the diversity of real-world patients. In recent years, this has been a major priority; we must help ensure that our therapies are effective and accessible for all the patients who need them.

**Why is environmental sustainability a priority for Boston Scientific's long-term strategy?**

Climate change and human health are deeply interconnected. Rising global temperatures will affect almost every human disease in some way, especially for society's most vulnerable. That is why we're seeing the healthcare industry working to address climate change itself.

At Boston Scientific, we are working toward reducing emissions through a comprehensive effort aimed at achieving net-zero emissions across our entire value chain. This includes understanding and embedding sustainability into our medical solutions without compromising patient care.

There is still much work to do, but the industry is making meaningful changes. By holding ourselves and one another accountable, we can accelerate progress and make a positive impact together.

> "Solving the toughest problems in healthcare motivates us to make the greatest difference possible for patients and our customers."

▶ *Learn more from Dr. Stein about how **AI is transforming healthcare**.*

# Our progress: 2024 corporate responsibility highlights

## Innovative care

Advancing science for more meaningful innovation to help people live longer, better lives.

▶ *Learn more about **Innovative care**.*

**44M+**
patients served

**~100**
new products launched

**$1.6B**
annual R&D spend[1]

## Empowered people

Advancing science for more opportunities to empower our people and strengthen our communities.

▶ *Learn more about **Empowered people**.*

**91%**
of employees reported feeling proud to work at Boston Scientific

**99%+**
pay equity[5]

**$89M+**
contributions for medical research, fellowships, education and charitable organizations globally

## Healthier planet

Advancing science for more sustainable solutions to reduce our impact on the environment.

▶ *Learn more about **Healthier planet**.*

**100%**
renewable electricity at key manufacturing and distribution sites[3]

**75%**
solid, non-hazardous waste recycled[2]

**72%**
real estate independently certified for energy efficiency[6]

## Performance with integrity

Ethical business practices anchor our decisions and ability to deliver value responsibly.

▶ *Learn more about **Performance with integrity**.*

**43M+**
products delivered

**99%+**
of employees completed Code of Conduct training[7]

**96%**
of employees completed cybersecurity training[7]

# Innovative care

Advancing science for more meaningful innovation to help people live longer, better lives.

**In this section:**

# Innovative care

## Why it matters

Innovation enables us to deliver groundbreaking solutions that address unmet patient needs and improve health outcomes for communities globally. It drives everything we do.

In 2024, our teams accelerated research and development (R&D), expanded cutting-edge digital platforms, increased access to care and upheld rigorous quality standards. These efforts are transforming care delivery and affecting the lives of over 44 million patients.

### Policies and related links

- How we approach quality
- Close the Gap: improving access to care

# Innovating to improve patient lives

## A global ecosystem of innovation built around patient needs

At Boston Scientific, meeting patient needs begins with making innovation a priority. Our global ecosystem of innovation focuses on five key areas, as shown in this graphic:


## Research and development

Boston Scientific continues to advance its category leadership strategy through strategic investments in R&D, from ideation to clinical excellence. In 2024, we invested $1.6 billion[1] — 9.6% of sales[8] — in our R&D pipeline to fund our relentless commitment to exceptional products and services that address unmet clinical needs. Our continued investment in innovation resulted in nearly 100 new product launches in 2024.

**9.6%**

of sales invested in R&D[8]

## Our innovation pathways

We recognize that innovation isn't confined to a single pathway or geography. We harness a global network of talent, technology and strategic partnerships that differentiates our ability to advance science for life.

Our internal development engine is powered by talent around the world. The global footprint of our R&D teams allows us to create novel products that maximize our portfolio's strength, identify operational efficiencies and develop products tailored to geographic needs. Additionally, our Innovation Centers host visiting physicians who share insights about patient needs and guide our development efforts.

Internal collaboration facilitates knowledge sharing among businesses and product lines. At our annual Global Technology Expos in the United States (U.S.), Ireland, Costa Rica and Malaysia, R&D, clinical and technical communities share insights about advancements in technology and innovation. This internal knowledge sharing is complemented by strategic **partnerships** with leading healthcare providers, industry partners and prestigious academic institutions.

# Innovating to improve patient lives continued

Our strategic investments and acquisitions in emerging technologies and commercial companies alike help to fuel our innovation pipeline. Our development teams build on acquired technologies, expanding our technology platforms to innovate new products. A key example is the FARAPULSE™ Pulsed Field Ablation (PFA) System, a technology we acquired and continue to innovate as we seek to broaden access for patients with atrial fibrillation (AF).

## Leveraging our global supply chain

Our global supply chain empowers our R&D teams with exceptional speed and efficiency, while our manufacturing strength enables rapid integration of platform technologies. By co-locating R&D and manufacturing, we accelerate the transition from ideation to product delivery and allow for quick iteration when needed.

## Supporting clinical excellence

Innovation at Boston Scientific doesn't stop with the development and manufacturing of our products and therapies. We offer healthcare providers education, training and product simulation to help ensure optimal patient outcomes.

At each of our Institutes for Advancing Science, we help healthcare providers understand how to use our products and technologies. Since 2023, we have added institutes in Costa Rica, Malaysia, U.K. and China, and we have expanded existing institutes in Italy and Spain. Our growth continues with additional institutes planned for Brazil and the U.S.

Our EDUCARE platform for on-demand medical education, case studies, procedural videos and interactive tools increases the availability of training and providers' access to it.

"Our R&D teams seek to improve the human condition by developing innovative therapies that extend and improve quality of life for patients."

**Mathew Gilk**
Vice President, Research & Development

# Innovating to improve patient lives continued

## Clinical evidence

Rigorous clinical science and evidence drive our product breakthroughs. We evaluate our most promising new solutions through comprehensive pre-clinical and clinical trials, prioritizing safety, effectiveness, equitable access and patient outcomes. Our Bioethics Committee provides guidance and addresses bioethical concerns that may arise throughout our development processes and trials.

Our biological science and engineering teams conduct in-vitro and in-vivo research to assess each product's performance and potential. This research to generate critical safety data involves advanced imaging and testing by toxicologists and biocompatibility scientists. Boston Scientific adheres to strict ethical guidelines governing all clinical processes, with the goal of helping to ensure compliance with external regulations and the industry's highest safety and quality standards. We publicly report research outcomes and submit those findings to regulators.

The U.S. Food and Drug Administration (FDA) and global regulatory bodies require extensive safety and efficacy evidence before advancing medical devices from animal models to human clinical trials. We are committed to the humane care and treatment of laboratory animals and we follow the Three Rs — Replacement, Reduction and Refinement — to minimize animal use whenever possible.

Boston Scientific is accredited by the Association for Assessment and Accreditation of Laboratory Animal Care (AAALAC) and is routinely audited by internal experts and regulatory agencies, including the FDA and U.S. Department of Agriculture. Under the leadership of our Pre-Clinical R&D Center of Excellence for Biological Innovation, we prioritize alternative testing methods whenever scientifically feasible.

### Clinical trial enrollment

65

active trials

~23,000

patients enrolled globally

### Pre-clinical science

Before progressing to human trials, we conduct rigorous research to confirm the efficacy and safety of our devices. Our pre-clinical teams adhere to the highest standards in training, product testing and regulatory compliance.

In 2024, a highlight of in-house innovation and advocacy was the work of our Pre-Clinical R&D Center of Excellence for Biological Innovation. They worked with the FDA to use in-vitro blood flow loop technology for circulatory support device development. This technology replicates elements of human physiology, which helps reduce the need for additional animal studies.

### Clinical trials

We document the safe and effective performance of our products by designing and executing rigorous clinical trials in conjunction with external experts and regulatory bodies. These studies may be required for pre-approval to gain market access or post-approval to monitor safety and efficacy. They also generate evidence to support expanded indications and access to new patient populations. To maintain the highest standards, we routinely assess the impact of our products to help ensure they deliver meaningful benefits to patients, providers, payers and physicians.

An important part of trial design is prioritizing patient safety and ethical research, while limiting unnecessary risks and interventions. We make continuous safety monitoring a priority, too. This process begins at the product design stage and extends through every phase of our clinical trials.

### Investigating pulsed field ablation as first-line treatment

The AVANT GUARD trial has the potential to change clinical practice by advancing PFA therapy to be an earlier treatment for persistent AF. This may lead to better long-term outcomes and help to establish the FARAPULSE™ PFA System as the preferred method for treating the disease.

# Innovating to improve patient lives continued

## Strategic investments and acquisitions

To expand our capacity to transform lives, we invest in and acquire emerging technologies, early-stage companies and commercial businesses. Our venture portfolio and acquisition strategy prioritize novel therapies and technologies in high-growth, adjacent markets.

The company's investment decisions focus on innovations that increase our ability to address complex conditions, and diseases and build on our category leadership strategy.

### Strategic acquisitions to redefine patient care

#### Improving precision in cardiac procedures

To enhance care for patients with AF, we acquired **SoundCath, Inc.**, a medical technology company developing an intracardiac echocardiography (ICE) product.[9]

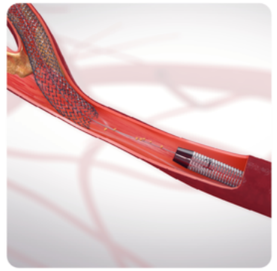
#### Enabling more targeted ablation

We enhanced our electrophysiology portfolio with the acquisition of **Cortex, Inc**., a specialist in diagnostic mapping solutions for AF. The OptiMap™ System improves procedural efficiency and outcomes in patients with challenging atrial arrhythmias.

#### Expanding urological treatment options


With the acquisition of **Axonics, Inc.,** we are expanding treatment options for overactive bladder and incontinence. This portfolio of innovative devices helps us offer more personalized treatment choices to a wider range of patients.

#### Innovating in stroke prevention



**Silk Road Medical** brings innovative transcarotid artery revascularization (TCAR) technology to stroke prevention. This minimally invasive procedure has the potential to reduce hospital stays and recovery times.

#### Targeting liver cancer treatment

The addition of **Intera Oncology® Inc.** allows us to offer targeted liver cancer treatments using hepatic artery infusion (HAI) therapy. The Intera 3000 Infusion Pump delivers continuous chemotherapy directly to the liver, enhancing effectiveness while reducing side effects.

## Partnerships

Our partnerships with leading experts, healthcare providers, academic institutions and public and private organizations drive innovation and expand access to medical solutions.

### Healthcare industry

For the past decade, we have worked with the Mayo Clinic across the U.S. to identify gaps in patient care. Mayo Clinic's patients often seek care that is not available elsewhere. As such, this patient population provides us with insights on unmet needs; in turn, our engineers craft technical solutions to address those needs. This collaboration spans several of our divisions, including interventional cardiology, interventional oncology, endoscopy and neuromodulation.

Our ongoing partnership with MEDX Xelerator, a med tech incubator in Israel, helps us identify emerging technologies in medical fields of strategic interest to Boston Scientific, including cardiology, urology, oncology and gastroenterology. We also work with Scivita Medical, a medical device company based in China, to improve access to innovative endoscopic devices in hospitals across that country. In 2024, we expanded our collaboration to co-develop and distribute single-use endoscopic imaging devices in China and additional markets.

### Academic organizations

We work closely with leading universities around the world to gain academic expertise, technology and knowledge, while giving universities access to our product technology and industry knowledge.

For example, we partner with several European universities through Horizon Europe, the European Union's (EU) primary funding program for research and innovation. Through these partnerships, we advance medical device research to address unmet needs in heart failure patients. In 2024, Boston Scientific was a premier sponsor of the Design of Medical Device Conference, hosted by the University of Minnesota. This event connects industry and academia to advance healthcare innovation.

# Innovating to improve patient lives continued

## Digital solutions and artificial intelligence

Boston Scientific's digital and artificial intelligence (AI) infrastructure supports our product pipelines, connects physicians with patients and enables more people to participate in managing their healthcare. Through the use of AI, we are able to focus on predictive and preventive healthcare solutions.

Generative AI (genAI) produces new content and insights based on learned patterns. While still an emerging technology, we are strategically investing in the technology and exploring its applications to enhance efficiency and support decision-making.

Q&A

### The value of AI-powered innovation

**JODI EDDY**
Senior Vice President
Chief Information and Digital Officer

#### What value does AI bring to Boston Scientific?

We integrate AI into our operations for three reasons: to enhance patient and employee experiences, expand healthcare access and boost productivity. Innovation has always been at the heart of Boston Scientific: Just as we embraced digital transformation, we have been applying AI in our devices for over a decade. This has played a crucial role in helping physicians enhance patient care. Now, our commitment to progress is fueling the adoption of genAI, which enables us to push the boundaries of innovation even further.

#### How are you using AI to improve the quality of care?

Integrating AI has significant potential to help doctors deliver the best care to their patients. It can help them analyze vast amounts of data and identify ways to streamline procedures and drive high-quality care.

Take our cardiac monitoring devices, which are setting a new standard for cardiac care. Long-term monitoring generates vast amounts of data. AI technology in our devices reads that data and detects patterns of electrical activity that are invisible to the naked eye. This helps physicians identify and address arrhythmias more precisely and efficiently, potentially preventing medical emergencies. For example, **HeartLogic**™ is the first FDA-approved heart failure diagnostic that uses multiple sensors to track physiologic trends and send alerts of worsening heart failure.[10]

**BeatLogic**™ is an advanced algorithm that analyzes data from wearable cardiac devices to detect variations in heart rhythms so physicians can act quickly.

Another key innovation is the **AVVIGO™+ Multi-Modality Guidance System**. It uses AI to automate the real-time interpretation of images during cardiac intravascular imaging to assess lesions faster, leading to more effective and accurate stent placements. Simplified advanced imaging techniques means that more physicians can use them, which enhances patient access to high-quality care.

#### How is Boston Scientific adopting genAI?

While genAI is still an emerging technology, we are embracing its potential and seeing increased operational effectiveness and efficiencies as well as increased productivity among employees.

In 2024, we used genAI in several ways. One great example is a virtual assistant that streamlines product information and generates insights for field specialists and account managers. We also enhanced a training program for sales managers with a new chat-based genAI tool.

#### How do you see Boston Scientific responsibly advancing its use of AI in the future?

Our AI Change Champions program is designed to scale AI responsibly and maximize its value across the organization. These efforts are underpinned by our Responsible AI policy, which establishes governance principles and ensures stringent data privacy and cybersecurity measures to safeguard sensitive information.

# Committed to quality, health and safety

At Boston Scientific, quality and safety are integral to product design and prioritized throughout the product life cycle. Our teams collaborate to anticipate hazards and implement safeguards and user-friendly product interfaces that minimize risks. Rigorous testing and validation help ensure our devices meet the highest safety standards, maintain exceptional reliability and enhance patient outcomes.

In 2024, we further improved our global quality processes by integrating emerging technologies and investing in talent development to make our systems more precise and efficient. Three key initiatives stand out:

- **Using digital tools in quality systems**
  We integrated digital tools into our quality systems to improve precision and enhance efficiency. These advancements allow us to identify and address potential quality issues more quickly and accurately.
- **Supporting growth across geographies**
  We adopted a more regionally focused structure that allows us to standardize best practices within each region and better support company growth. This approach helps ensure consistent quality standards worldwide while providing opportunities to adapt processes to local needs.
- **Protecting product performance**
  We reinforced our steadfast focus on the fundamentals of quality control and product performance — even during periods of rapid company growth. This safeguards our commitment to deliver reliable, high-quality medical devices while scaling our operations.

## A proven approach to quality

Our approach to quality is grounded in our Best[4] strategy and built on transparency. We participate in routine inspection activities involving the U.S. FDA, EU-notified bodies and country-specific regulators and use multiple sources to monitor product safety. These include post-market surveillance, patient registry data and real-world evidence. When a concern arises, we investigate it and often voluntarily share information above and beyond what laws or regulations require. If we detect an issue, we take immediate action in patients' best interests and publicly post product advisories. In 2024, we addressed five U.S. FDA class I and 12 class II recalls.

## Our Best[4] quality results

### Culture

Foster a culture that makes our quality policy real for every employee

**2023 RESULTS**
**20% of self-identified corrective and preventative action (CAPA)** considered preventative

**2024 RESULTS**
**20% of self-identified CAPAs** considered preventative

**2025 FOCUS AREAS**
**Promote preventative quality behaviors and proactive measures** to drive positive patient outcomes

**Foster a future-ready culture** by accelerating our capabilities

### Agility

Reduce complexity, remove obstacles and quickly adapt to changing business needs

**2023 RESULTS**
**$33 million savings** through quality systems improvements

**2024 RESULTS**
**$40 million savings** through quality systems improvements

**2025 FOCUS AREAS**
**Identify savings** through quality system improvements

**Optimizing the Quality Management System, expanding analytics and automations,** and **integrating emerging technologies** for efficiency

### Performance

Deliver the best products, services and solutions for patients and customers

**2023 RESULTS**
Five-year complaint rate trend: **24.2% overall reduction since 2019. 97% effectiveness in CAPA metrics** and **99% on-time CAPA approvals**

**2024 RESULTS**
Five-year complaint rate trend: **18% overall reduction** since 2020. **98% effectiveness in CAPA metrics** and **99% on-time CAPA approvals**

**2025 FOCUS AREAS**
**Continued year-over-year complaint rate reduction**

**Quality performance excellence** and **field action reduction**


### Compliance

Uphold global laws and regulations as we adhere to our single quality system

**2023 RESULTS**
**Zero findings resulting in action** after more than **415 days of external audit**

**2024 RESULTS**
**Zero findings resulting in action** after more than **436 days of external audit**

**2025 FOCUS AREAS**
**Maintain EU Medical Device Regulation implementation**

**Zero findings resulting in action**

# Advancing access to healthcare

As a global healthcare company, we are dedicated to reducing health disparities by helping to ensure everyone has access to care, regardless of a person's socioeconomic status, place of residence or background. Our teams strive to make our products accessible to patients worldwide, increase access to care for underserved populations and promote clinical research that reflects the populations that our therapies treat.

These efforts help improve patient outcomes and foster healthier communities, and we strengthen our position as a trusted, responsible leader in the medical device industry. This commitment aligns with our company values.

## Expanding market access

We work hard to help ensure people can access the products and services they need to live fuller, healthier lives. Our Health Economics and Market Access (HEMA) and Health Economics and Outcomes Research (HEOR) teams use economic, clinical and real-world data to develop evidence that demonstrates the value of our products. We share this evidence with healthcare payers and providers to advocate for global policies and decisions that enable access to appropriate care for the people who need it.

Our teams also contribute valuable insights to health technology assessment (HTA) organizations. These organizations evaluate evidence to support the adoption and funding of medical interventions. In 2024, we provided input to the National Institute for Health and Care Excellence (NICE), the World Health Organization and notable HTA organizations.

Another way in which we expand access to care is through ExpertLink, our suite of remote services that enable seamless, real-time connection among clinical and technical experts and physicians worldwide. ExpertLink removes the need for physicians to travel for proctorship and training. The benefits include minimal related costs, time saved, reduced environmental impact, an expedited physician learning curve and access to treatment for geographically dispersed patients.

## Generating evidence to support global access

The global HEMA team published 27 peer-reviewed health economic manuscripts and 42 peer-reviewed abstracts, expanding the global evidence for payers and other purchasing decision-makers. Selected publications include:

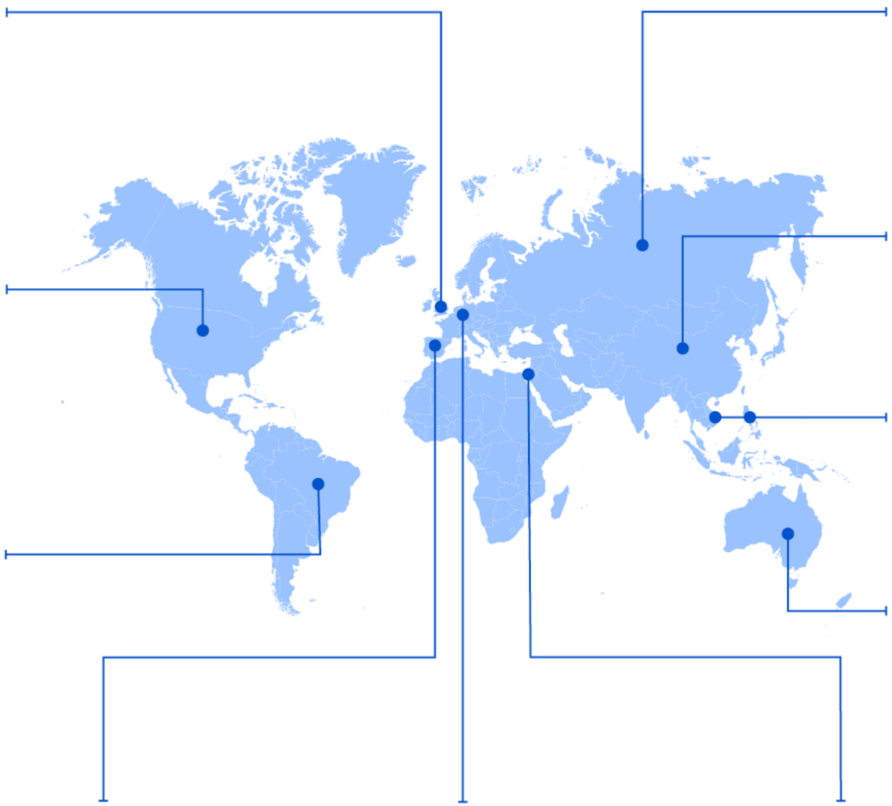
- Diversity in Randomized Clinical Trials for Peripheral Artery Disease: A Systematic Review — *International Journal for Equity in Health*
- Cost Savings Associated with Extended Battery Longevity in Cardiac Resynchronization Therapy Defibrillators (CRT-D) — *Heart Rhythm O2*
- Long-Term Clinical Outcomes Following the WATCHMAN Device Use in Medicare Beneficiaries — *Circulation: Cardiovascular Quality and Outcomes*
- Long-Term Reductions in Opioid Medication Use After Spinal Stimulation: A Claims Analysis Among Commercially-insured Population — *Journal of Pain Research*
- Downstream Revenue Realized by Facilities Placing Inflatable Penile Prosthesis in Medicare Beneficiaries to Treat Erectile Dysfunction — *Urology*

### Streaming real-time procedures across a region

In 2024, more than 900 healthcare providers (HCPs) across Asia-Pacific witnessed two procedures broadcast live through ExpertLink. During the joint Peripheral Interventions CLI Symposium in Singapore and the Tokyo Endovascular Challenging Conference, HCPs joined virtually and gained insights into complex medical cases.

# Advancing access to healthcare continued

## Removing barriers to care across the globe



**United Kingdom**
Received positive guidance in England from NICE recommending endoscopic sleeve gastroplasty to treat obesity. NICE also provided the highest-level recommendation for selective internal radiation therapy, which is possible with the TheraSphere™ Y-90 Spyglass system.

**U.S.**
Secured a new diagnosis related group (DRG) for concomitant ablation and left atrial appendage closure (LAAC) procedures, enabling patients to undergo, and receive coverage for, simultaneous ablation and stroke prevention procedures and avoid multiple procedures.

**Brazil**
Achieved approval of the WATCHMAN™ LAAC implant as a mandatory coverage procedure for all health insurance plans in Brazil, opening access to an estimated eligible population of approximately 40,000 new patients.

**Spain**
Facilitated public healthcare access to endoscopic sleeve gastroplasty, reducing financial barriers for an estimated 200,000 patients eligible for minimally invasive obesity treatment.

**Germany**
Achieved reimbursement for PFA therapy with pulmonary vein isolation, helping enable broader access to next-generation cardiac ablation therapy.

**Israel**
Introduced Rezūm therapy to the Israeli public healthcare sector under existing benign prostatic hyperplasia (BPH) service code, expanding minimally invasive treatment options for patients with BPH.

**Russia**
Secured enhanced reimbursement for the SpyGlass™ DS II Direct Visualization System, EKOS™ Endovascular System and Jetstream™ Atherectomy System, advancing patient access to these innovative technologies.

**China**
Secured coverage for Rezūm therapy in multiple provinces, improving access for patients seeking minimally invasive treatment for benign prostatic hyperplasia.

**ASEAN**
Improved access to care for PFA and intravascular ultrasound (IVUS) in the Philippines and Vietnam, and enhanced reimbursement for percutaneous coronary intervention in the Philippines.

**Australia**
Obtained new procedure codes for the SpyGlass™ DS II Direct Visualization system, Rezūm therapy and IVUS, making these advanced procedures more accessible to patients.

"Innovation is only the beginning. We collaborate with global stakeholders to address barriers to patient access by shaping the policies and frameworks that drive coverage, coding and payment."

**Liesl Hargens**
Vice President, Global Health Economics and Market Access

# Advancing access to healthcare continued

## Closing the gap for underserved patients

For more than two decades through our Close the Gap (CTG) initiative, Boston Scientific has worked to expand access to care for underserved patients.

This initiative enables change across three key intervention areas:

**Clinical trial diversity**
Increase diverse representation in our research.

**Health system improvement**
Engage with healthcare institutions to close treatment gaps.

**Equitable care advocacy**
Promote access to specialty care through education.

In 2024, CTG partnered with 46 healthcare providers in the U.S. to create action plans that addressed treatment gaps in their communities. Together, we identified approximately 70,000 women and people of color at risk of missing access to critical heart and vascular care. These insights are driving transformative changes in care access and delivery in underserved communities.

## Improving equity in cardiovascular care

### Bon Secours health system, Virginia

Based on CTG data for St. Mary's Hospital and Memorial Regional Medical Center, part of the Bon Secours health system, we identified over 1,100 diverse patients who could have benefited from implantable rhythm management devices for heart failure had they been treated at the same rate as non-Hispanic white males.

To bridge this gap in essential cardiac care, Bon Secours launched a fully equipped local cardiology clinic that features on-site advanced diagnostics, four exam rooms and a dedicated care team. To further support access, Bon Secours provided transportation vouchers that benefited approximately 30 patients in the clinic's first five months.

By improving accessibility and cultivating community engagement through roundtable discussions, Bon Secours is building trust and reducing barriers to care.

## Medical research representation

We believe participants and leaders in clinical trials should reflect the patient populations who will benefit from the devices being studied in order to help improve outcomes for underserved patients.

In 2024, key achievements included:

- Five manuscripts and eight abstracts on health disparities were featured in top journals and conferences.
- In our HEAL-LAA clinical trial (for the WATCHMAN FLX™ Pro LAAC Device), 42% of enrolled patients were female (vs. 37% historically) and 23% were from diverse backgrounds (vs. 8% in past WATCHMAN trials).
- We submitted five diversity action plans to enhance demographic data collection, trial site selection, physician engagement and informed consent accessibility in our trials.

These efforts position Boston Scientific to meet the growing demand for clinical trials that reflect country-specific populations and help ensure equitable healthcare advancements for all.

## Engaging employees in clinical trial enhancements

In 2024, more than 80 global employee volunteers from functions including clinical, marketing, engineering and data science identified opportunities to increase the enrollment of women and underrepresented patient populations in Boston Scientific's clinical studies. Senior leadership from across the company reviewed and approved the recommendations, which we expect to implement throughout the business in 2025 and in the years to come.

# Empowered people

Advancing science for more opportunities to empower our people and strengthen our communities.

**In this section:**

# Empowered people

## Why it matters

We are a global company committed to delivering innovative solutions that can improve and save lives. With more than 53,000 employees in 53 countries, we count on the collective talents, ideas and experiences of a diverse workforce that is driven by our purpose to advance science for life.

In 2024, we continued to empower our employees so they can deliver the most meaningful solutions for patients. We strengthened our commitment to sustaining a supportive, inclusive workplace where every individual feels they have purposeful work and opportunities to grow. By adopting new technologies, we expanded our talent pipelines and tailored training to better support individual growth and development. And through our community impact programs, we contributed to a healthier future for the communities where we live and work.

### Policies and related links

- Global benefits
- Boston Scientific Foundation
- Boston Scientific Foundation Europe
- Careers at Boston Scientific
- Environment, Health & Safety Policy
- Global community impact
- How we approach talent development

**91%**

of employees reported feeling proud to work at Boston Scientific

**99%+**

pay equity[5]

**$89M+**

contributions for medical research, fellowships, education and charitable organizations globally

# Developing our global workforce

When our employees learn and grow in careers that matter, we are better able to advance our mission together. Our global talent practices reflect the company's commitment to attract highly qualified people and provide experiences that enrich their careers and fuel personal and organizational growth.

## Attracting the right talent

Our talent acquisition strategy takes a multi-faceted approach to sourcing highly skilled and experienced candidates who share **our core values** and are motivated to make a meaningful impact on people's lives.

In 2024, we enhanced our recruitment process with new technologies to more effectively match candidates to opportunities where their abilities, knowledge and experience can have the greatest impact. These improvements are designed to streamline hiring, enhance the candidate experience, mitigate unintended bias and identify the most qualified candidate for each role.

We strengthened collaborations with organizations around the world to broaden access to talent from a variety of backgrounds and industries. This includes academic institutions to create a dynamic pipeline of talent with individuals who are positioned for early career and internship opportunities.

In Costa Rica, for example, employees who are members of the Society for Women Engineers (SWE) work with engineering programs in universities to attract emerging talent. In Ireland, employees engaged students from underrepresented communities with careers in medical technology to help increase representation in STEM fields. This included supporting the inclusion of graduates with disabilities by making accommodations for the interview process and in the work environment. Across EMEA, we worked with over 25 universities in 12 countries to expose young professionals to the various opportunities available at Boston Scientific. And in India, our talent strategy included campus recruitment for internships and early career programs where participants learn skills required for permanent roles.

## A focus on development

Our business thrives on the expertise and ingenuity of our global teams. To support their ongoing development, our talent experts work closely with leaders to integrate learning into daily workflows.

Through agile learning programs, we provide personalized development opportunities for our employees. Additionally, we are advancing the integration of genAI into our learning programs by developing a GenAI Academy and further embedding AI capabilities into employee, manager and leadership training. These initiatives will enable us to tailor learning to individual needs, enhance skills at scale and build a future-ready workforce that can reach its fullest potential.

Through our continuous performance management framework, we encourage regular conversations between employees and their managers to align on job expectations and discuss ongoing development opportunities. This approach supports individual growth and our shared commitment to high performance.

### Global hiring

**33%**

hires from internal referrals

**65%**

of open positions at director level and above hired from within

"We build teams that embrace challenges and thrive on continuous learning. By attracting individuals who align with our core values and are dedicated to advancing patient care, we foster an environment where innovation is at the forefront of everything we do."

**Lisa Considine**
Senior Vice President, Global Talent

### Learning and education

**3,000+**

courses including on-the-job training, skills-based education and leadership development

**~46,000**

employees accessed Boston Scientific education and training resources

**$3.6M+**

in tuition reimbursement for employees in the U.S./Puerto Rico

# Developing our global workforce continued

## Preparing leaders to drive change

Our people leaders are instrumental in shaping our culture, enhancing performance and achieving the organization's goals. We continue to develop leaders who are adaptable, empathetic, inclusive and forward-thinking — capable of driving change and inspiring their teams to advance our mission of transforming lives through meaningful innovation. Advancements in technology, shifting demographics and changing workplace dynamics are all having an impact on the skills our leaders need to succeed. These skills are embedded in our broad array of global leadership development programs, including:

- The Advanced Manager Experience (AME) program, an innovative leadership development initiative crafted in collaboration with senior leaders. This dynamic program aims to enhance enterprise-level thinking and nurture critical leadership capabilities.
- Our newly launched Advanced Director Experience program, which cultivates essential leadership skills and empowers director-level leaders to boost growth and prepare for future challenges.
- The eight-month Accelerated Leadership Development Program (ALDP) that equips senior leaders with skills to lead in an evolving global marketplace.
- Our Asia-Pacific (APAC) Inside strategy, which strengthens global collaboration, diverse perspectives and innovation. Through talent exchanges, we pair people with deep regional expertise with people who have broad divisional experience.

## Strengthening our leadership pipeline

Boston Scientific's regional, functional and divisional leaders meet regularly to assess their teams' performance and development plans. We continue to improve talent processes for those with the potential and desire to advance. To accelerate the development of high-potential talent and to help ensure optimal succession planning, the Executive Committee discusses talent development on a regular basis and conducts an annual talent review. The Board of Directors receives regular talent updates and conducts a formal annual review of CEO succession plans and development actions for senior positions.

▶ *Read more about **how we approach talent development**.*

## Empowering the next generation of leaders

In Europe, the Middle East and Africa, Boston Scientific runs the WeLead program, an initiative designed to support women leaders and young talent. The program focuses on building individual leadership skills to help shape the organization's next generation of leaders.


## Leadership development through customer engagement

In 2024, the ALDP program focused on identifying opportunities across Latin America (LATAM), APAC and emerging markets to spark innovative ideas for future business growth. To deepen leaders' understanding of our customers, participants took part in an immersive visit to Costa Rica, where they enhanced their supply chain acumen, observed patient procedures and gained valuable clinical insights.

# **Developing our global workforce** continued

## GROW: increasing valuable work experiences

The Boston Scientific GROW program (Give Real Opportunities for valuable Work experience) continued to increase employee enrollment in 2024. This initiative provides development opportunities for product builders and other contributors in our global supply chain organization who are interested in advancing their careers. The program combines agile classroom training with practical on-the-job experience as well as coaching and support from leaders across the business.

To date, more than 1,700 Boston Scientific employees have participated in the GROW program at 13 sites in Brazil, Costa Rica, Ireland, Malaysia and the U.S.

▶ *Learn more about our **GROW** program.*

## GROW program success story: Myles' community impact

Participants of our GROW program apply classroom learning to hands-on challenges that prepare them for roles of increasing responsibility at Boston Scientific. Myles Wiley was a medical device specialist in Maple Grove, Minnesota, when he participated in GROW. For his hands-on challenge, Myles organized a project that provided winter clothing and academic material to indigenous youth. He partnered with the Fostering Indigenous Resources and Empowerment (FIRE) employee resource group (ERG), Boston Scientific's Community Impact team and his production team.

Through this initiative, Myles honed skills in networking, fundraising, communication and project management, which he now uses in his new role as production trainer.


> "The skills I learned in the GROW program allowed me to be more strategic and efficient in my role. The experience also opened my eyes to the wider opportunities available at the company, which I'm excited to explore as I continue to grow my network."
>
> **Myles Wiley**
> Production Trainer III, Maple Grove Operations and GROW graduate

# Developing our global workforce continued

## Q&A

### Building a strong workforce for growth

**MIRIAM O'SULLIVAN**
Senior Vice President,
Chief Human Resources Officer

**How does Boston Scientific's culture contribute to the company's innovation and growth?**

Our culture is deeply rooted in a shared purpose — advancing science for life — and a set of core values that guide our work. These values aren't just words; they are lived across the organization and reinforced through our leaders. They are central to how we operate and grow.

Our employees have a clear line of sight to our company's strategic direction, and they understand how their work contributes to our broader goals. They are encouraged to have open and ongoing dialogue with their managers, so they feel heard, valued and empowered to contribute. This creates an environment where our people are inspired to grow, innovate and make a meaningful impact on patient lives.

**How is Boston Scientific developing talent at all levels?**

Talent development is fundamental to our long-term success and a core pillar of our human capital strategy. We are building an agile, future-ready, diverse workforce by offering employees at every level access to the resources, learning and growth opportunities they need to thrive. Through a blend of digital and social development programs — delivered in the flow of everyday work — we are making learning more personalized, inclusive and responsive to real-time business demands. Whether through our GROW program for product builders interested in moving to leadership roles or skill enhancement initiatives like our GenAI Academy, we are meeting the shifting needs of our workforce and our business.

**How is the company enabling all leaders to help build a future-ready workforce?**

Our leaders play a crucial role in fostering cross-cultural collaboration, spurring innovation and ultimately inspiring teams to achieve better outcomes for patients. To support this, we continuously refine our leadership development strategy to equip leaders to lead effectively through complexity and change. We focus on building leadership behaviors that emphasize curiosity, agility and the courage to drive transformation, capabilities essential for a future-ready workforce.

As we expand globally, we are leveraging data-driven insights to identify current and emerging talent needs across our business. This allows our leaders to be intentional in how they develop, move and retain talent.

**How is technology shaping talent strategy?**

Technology, particularly AI, is reshaping how we attract, develop and engage talent. We are using advanced digital tools to streamline processes, improve efficiencies and enhance how we identify and plan our talent strategies. For example, we use AI to simplify administrative tasks and augment human hiring practices so our teams can focus on building relationships and attracting top talent.

As these technologies evolve, we are always mindful to maintain the human connection that defines our culture. Our approach is to ensure technology enhances, not replaces, the collaboration and engagement that are core to our identity as a company.

**What are the priorities for 2025 and beyond?**

We remain committed to driving growth while preserving the culture that is essential to our success. A key part of this is strengthening employee engagement through initiatives like our listening strategy. As a result of it, we better understand the needs of our workforce and we use their feedback to shape the workplace experience.

We are focused on building a workforce that is agile and equipped to lead in an evolving healthcare environment. This means developing new capabilities, helping to ensure we have the right people in the right roles and fostering a global, inclusive mindset. All while staying true to the shared purpose and values that define Boston Scientific.

> "We are focused on building a workforce that is agile and equipped to lead in an evolving healthcare environment."

# Developing our global workforce continued

## Listening to employees

Our best ideas come from our people, and we are committed to an inclusive environment where employees can openly share their perspectives. The company invests in communications channels that give employees options to voice their opinions, ask questions and provide candid feedback. We also regularly conduct voluntary employee surveys and focus groups. These insights help us identify areas where additional resources are needed.

### Employee engagement survey

In 2024, we conducted a companywide engagement pulse survey to gather feedback on job satisfaction, leadership, development opportunities and the work environment. The voluntary survey achieved an impressive 82% response rate, representing 43,000 employees. Notably, 91% expressed pride in working at Boston Scientific, and 86% said they would recommend it as a great place to work. Scores related to career goal achievement showed positive growth and improvement when compared with the prior year's survey. Listening to our employees helps us uncover key focus areas, enabling us to continuously strengthen our culture.

#### 2024 employee engagement survey results

| | 2022 | 2023 | 2024 |
|---|---|---|---|
| Employee engagement score | 80% | 79% | 80% |
| Percent of employees who reported that our workplace culture is inclusive | 76% | 80% | 75%[11] |
| Percent of employees who reported feeling proud to work here | 88% | 91% | 91% |
| Percent of employees who recommend Boston Scientific as a great place to work | 85% | 85% | 86% |

**Proud to work at Boston Scientific**

91%

of employees reported feeling proud to work at Boston Scientific

# Fostering an inclusive workplace

Innovation and business success are possible when our employees can be themselves at work. Our company prioritizes inclusion and strives to help ensure our workforce reflects the diverse backgrounds of our customers, their patients and our communities. This is how we can meet the unique needs of those we support.

## Diversity as a core value

At Boston Scientific, diversity is a core value. We believe that the different ideas, experiences and perspectives of our employees drive innovation. We focus on attracting high-performing talent from a wide range of backgrounds, fostering employee development and creating a culture where employees feel empowered to thrive. We work continually to make Boston Scientific an employer of choice, where employees have opportunities to reach their full potential.

Building a culture of inclusion and belonging isn't just the right thing to do — it's a critical driver of sustainable growth, competitiveness and success. Harnessing diverse perspectives enables a deeper understanding of patient needs, which can expand our market reach.

In 2024, we focused on equipping leaders with skills to foster inclusive cultures and refining systems, processes and policies to continue enhancing inclusive practices.

"We focus on creating scalable solutions across the employee life cycle, from hire to retire, to infuse inclusive practices across our programs, policies and processes."

**Shani Bird**
Director, Global Inclusion

## Inclusive development

We develop initiatives that enable talent from all backgrounds to thrive at Boston Scientific. This includes the Inclusion Champions Program, focused on helping employees learn how they can take an active role in fostering a more inclusive culture. Designed around a series of courses, experiences and practical actions, the program encourages self-reflection, cultural competence and self-awareness.

In 2024, we hosted a global summit to address critical topics such as disability inclusion, mental health and cultural differences. The summit featured 16 interactive sessions, nearly 1,900 attendees from 46 countries, and over 60 speakers, including 11 members of our Executive Committee.

### Fostering inclusive hiring

The Society for Human Resource Management (SHRM) recognized Boston Scientific for its program hiring neurodivergent individuals for roles in production. This initiative, which uses innovative talent strategies to meet workforce needs, reflects the company's commitment to inclusion.

Through the program, neurodivergent candidates visit Boston Scientific locations and take a series of tests to apply for a training program. Selected applicants are paired with mentors from the company; throughout the year, they meet with other representatives from Boston Scientific as well to discuss progress. After a year, successful participants are considered for full-time roles.

# Fostering an inclusive workplace continued

## Global employee resource groups

ERGs at Boston Scientific are company-sponsored, employee-led groups organized around shared identities, backgrounds and interests. All employees are welcome to join any ERG to learn, meet others and grow outside their day-to-day jobs. The groups are inclusive and allies are invited to join. ERGs are a vital forum for employee engagement and connection.

ERGs set strategic plans and goals that are tied to the business and are focused on career, culture and community. Each group has an executive sponsor and contributes to the direction of the company through our Global Council for Inclusion.

In 2024, we had 134 ERG chapters worldwide, with 54 located outside the United States (U.S.) and 19 virtual chapters. We also saw increased engagement in ERGs from product builders and other global supply chain employees. This was a result of facilitated access to ERG activities during working hours at several of our sites around the world.

### Employee resource groups

**10**
global ERGs

**9,900+**
employees involved

**134**
chapters globally, with 54 outside the U.S. and 19 virtual chapters

### Workplace recognition in Australia

Boston Scientific was honored to receive the Women in MedTech Company Champion Award at the 2024 MTAA Industry Awards in Australia. In addition, the company earned a Great Place to Work in Australia certification and was named one of Australia's Best Workplaces for Women.

# Caring for our employees

We invest in our people and their well-being as they work to solve healthcare's biggest challenges and advance our most promising ideas.

## Employee benefits

We strive to meet employees' expectations and needs at all stages of their careers. In applicable countries, we offer paid time off, telehealth services, mental health services, childcare and parental care benefits, fertility and surrogacy benefits, a breast milk shipping service, college and financial planning, tuition support, domestic partner benefits, a meal-planning service and sabbaticals for employees who have been with us for more than seven years.

Our Employee Wellness Governance team and the Global Well-being Champion Committee work together to promote physical, mental, emotional and social health. Key initiatives include an eLearning course, available to all employees, that introduces mental health concepts and reduces stigma around seeking help. We also provide flexible work arrangements to enable more work-life harmony. In 2024, we made well-being sessions part of onboarding training for people leaders and more than 1,500 leaders successfully completed the program.

We recognize that financial health is a critical component of overall well-being. To that end, we have enhanced the financial education and advice we offer to support our employees in managing their finances.

## Providing fair compensation

We offer competitive compensation programs that are performance-based, equitable and cost-effective. In addition to base pay, Boston Scientific provides variable compensation options, including annual performance bonuses, sales incentives, long-term incentive stock awards and on-the-spot recognition awards, for exceptional achievements.

Equal pay for equal work is fundamental to our inclusive culture. Our most recent **compensation analysis** reported no statistically significant pay disparity for 99%[5] or greater of our employees worldwide.

## Comprehensive health and safety

We take a global approach to managing employee health and safety, and in alignment with the Boston Scientific **Environmental, Health and Safety (EHS) Policy** we use multiple health and safety metrics in our monitoring systems. We have an overall company Total Recordable Incident Rate (TRIR) target and individual targets for each operation site. The company's EHS Operations Council reviews global site safety performance monthly to assess trends and risks and identify opportunities for improvement.

Our approach is guided by five principles that help ensure we take a comprehensive and proactive strategy to safety:

- **Leadership engagement** to promote accountability and oversight
- **Employee engagement** to encourage active participation through continuous improvement initiatives
- **Risk management** to focus on mitigating potential high-risk activities and promote ergonomics
- **Digitalization** to enhance data reporting and sharing for better decision-making
- **Standardization** to provide consistency and excellence through International Organization or Standardization (ISO) certifications, internal standards and regulatory compliance

In 2024, we expanded the number of manufacturing and distribution sites certified under the ISO 45001:2018 Occupational Health and Safety standards to 18, which represents 94% of sites.[2] We have plans to certify at least one additional site in the near future.

### Pay equity[5]

99%+

### Employee safety

**2024**

0.36 TRIR

(0.36 injuries per 100 employees)

**2030 goal**

0.25 TRIR

(0.25 injuries per 100 employees)

# Working with our communities

At Boston Scientific, we believe strong communities are the foundation of a better future. Our Global Community Impact team plays a pivotal role in developing programs that will achieve meaningful and lasting change. The team focuses on three areas:

**1. Strengthen community leadership:** Employees share their expertise with local community organizations facing resource challenges, lending skills that help effect change.

**2. Accelerate giving:** We increase our employees' generous contributions to meaningful community causes through our matching gifts program, fundraising initiatives and relief campaigns.

**3. Amplify culture:** We help ensure our global efforts align with our values and help shape our culture, as demonstrated by our health awareness efforts and our global Week of Caring and Season of Giving campaigns.

### Global community impact

**$89M+**
contributions to medical research, fellowships, education and charitable organizations globally

**58,000+**
students engaged in science, technology, engineering, mathematics (STEM) programs supported by Boston Scientific

**100,000+**
employee volunteer hours

## Bringing business expertise to health-focused organizations

Boston Scientific's Social Change Champions is a global, pro bono program aimed at helping healthcare organizations in low- and middle-income countries solve operational challenges. Through this program, we bring Boston Scientific business expertise to local nonprofits, including business development, data management, healthcare communications and employee engagement strategies. Employees selected for the program hone their leadership skills and gain hands-on healthcare experience in different settings. The selection process involves a written application, initial screening, manager approval and an interview to help ensure skills align with program needs.

### Social Change Champions highlights

#### Lima, Peru

Employees worked with Socios En Salud, an organization that supports vulnerable populations, to strengthen the Peruvian health system.

"This program challenged me to quickly understand a complex problem and work with new teammates to create actionable solutions."

**Christina Cromeyer Dieke**
Manager, Global Corporate Communications

#### Mexico City, Mexico

Employees teamed up with Project HOPE, which collaborates with local health workers and health systems to support critical humanitarian response efforts.

"Boston Scientific values go beyond the business. They really do impact communities."

**Grace Wilkins**
Senior Manufacturing Engineering Supervisor

# Working with our communities continued

## Stories of impact

### Employee giving and volunteerism

In 2024 alone, our employees volunteered over 100,000 hours and contributed[12] nearly $2 million. Every year, Boston Scientific celebrates its Global Week of Caring during which our employees bring our caring value to life around the world. The Global Week of Caring helps us to deepen our impact on the communities where we live and work, creating meaningful change and fostering connections worldwide.

### Malaysia Men's Health Day

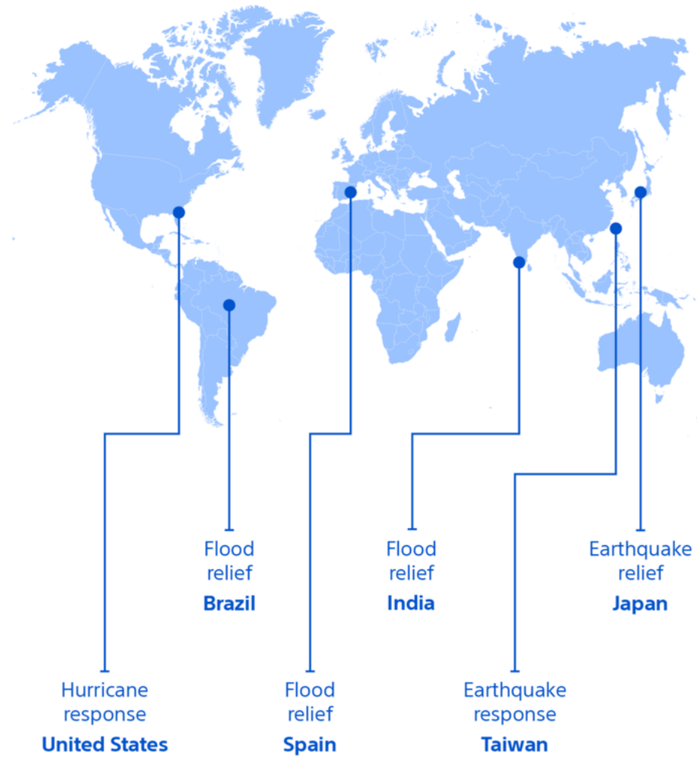

Our team in Penang worked with the state government and Penang General Hospital to raise awareness about men's health issues and the importance of regular screenings. We partnered with hospital staff to screen communities for testosterone levels, prostate-specific antigens, urinary tract infections, atrial fibrillation, and blood sugar and cholesterol levels. Referral letters were provided to those who needed follow-up treatment. The event also included sessions to dispel common health misconceptions and empower men to seek care.

### Exposing students to careers in STEM

As a global medical device company, we recognize our responsibility to increase access to STEM education so that more people have exposure to careers in STEM. Employee volunteers bring STEM experiences to students in the communities where we operate. From mentoring and sharing first-hand experiences to providing hands-on experiments and opening the doors to our facilities, our efforts focus on introducing students to careers in STEM.

### Supporting humanitarian relief efforts

In 2024, Boston Scientific employees contributed over $135,000 to global relief efforts. These donations directly supported on-the-ground relief organizations, helping to ensure essential aid reached affected communities swiftly:



# Working with our communities continued

Photo credit: Marie Arago for Project HOPE.

## Health grants that make a difference

In 2024 we provided $575,000 in global health grants to organizations around the world. The grants were for educating healthcare workers and conducting disease screenings in vulnerable communities. For example, we supported Project HOPE in Mexico so it can continue to expand access to treatments for chronic kidney disease, diabetes and hypertension as well as preventive care.

We also awarded a grant to the People to People Health Foundation (PPHF) in India to support projects near our Pune and Gurgaon sites. This grant bolstered PPHF's community impact and created volunteer opportunities for Boston Scientific employees.

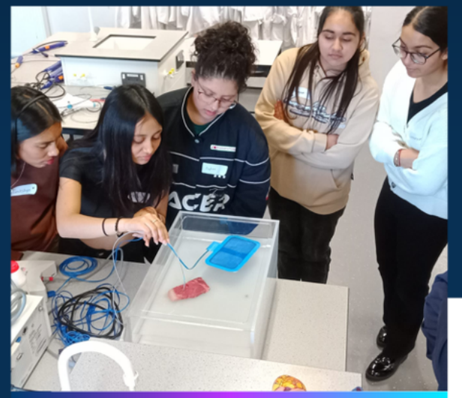
## Recognizing exceptional volunteerism

These three volunteer initiatives were selected as winners from a pool of employee-led efforts around the world:


WINNER

### Boston Scientific chapter of the Society of Women Engineers (SWE)

Our SWE chapter has a global membership of over 250 volunteers who support women in engineering and inspire young people to pursue STEM careers through Boston Scientific campus tours, career panels and mentorship programs. The team was recognized for its outreach in the U.S., Costa Rica and Ireland.



WINNER

### STEM awareness through Bridge to the Future

For three years, the employee-led Bridge to the Future program in the U.K. has empowered underrepresented students to explore STEM fields by providing monthly lectures, medtech workshops and mentorship.

WINNER

### Employee charity committee at our Kerkrade site, the Netherlands

The team was selected for their outstanding work with the Ronald McDonald Kindervallei. The partnership provides housing and support for families of children with disabilities or who are going through treatment. The team raised funds to help more families stay at the facility, as well as served meals and maintained the grounds.

# Healthier planet

Advancing science for more sustainable solutions to reduce our impact on the environment.

**In this section:**

# Healthier planet

## Why it matters

A thriving planet is essential for healthier lives. Our commitment to patient health extends beyond medical innovation; it recognizes the vital link between environmental and human well-being. We work to minimize waste and reduce our carbon footprint across our value chain, while investing in sustainable solutions that benefit customers, patients, employees and communities. By building a resilient, responsible business, we are effecting lasting change for a healthier world.

### Policies and related links

- Global Energy Management Systems (GEMS) Policy
- Environment, Health & Safety Policy
- 2024 CDP Climate Change Report
- Task Force on Climate-Related Financial Disclosures index
- Scopes 1 and 2 emissions verification statement
- Our approach to emissions reduction
- Our approach to a resilient supply chain

# Confronting climate change

Reducing our environmental impact is not just a priority, it's part of our core value to apply meaningful innovation to develop breakthrough services and sustainable solutions. That's why Boston Scientific was among the first companies in the Healthcare Equipment and Supplies sector to have its net-zero, science-based targets for scopes 1, 2 and 3[13] approved under the Science Based Targets initiative (SBTi) Net-Zero Standard. These goals will guide us toward achieving net-zero greenhouse gas (GHG) emissions by 2050.

Climate change affects health and business in many ways, including through severe weather events. Our climate risk approach involves good governance, sound strategy, risk management and measurable targets. We incorporate climate risk into our modeling, planning and financial disclosures, and we use risk management software to identify and monitor climate change impacts.

Guided by science, we work to increase efficiencies across our value chain. Achieving net-zero GHG emissions by 2050 requires continuous innovation and collaboration, which is why we work with suppliers and customers to drive meaningful, lasting change for a healthier planet.

▶ *Learn more about our **climate-related financial disclosures**.*

## Measuring our impact

Our commitment to a healthier planet starts with accountability. Measuring and transparently reporting our GHG emissions is a vital step toward achieving our goals. Since 2017, we have been making progress toward our carbon neutrality goal for scopes 1 and 2 at key manufacturing and distribution sites. Through CDP and this report, we remain dedicated to sharing our companywide impact and our science-based targets.

### Key milestones to reach net zero[14]

One of the first medical device manufacturers to pledge to achieve carbon neutrality (scopes 1 & 2) by 2030[2]

100% renewable electricity[2,3]
GOAL ACHIEVED

90% renewable energy (all sources)[2]

**Carbon neutrality (scopes 1 & 2)[2]**

**Net-zero emissions (scopes 1, 2 & 3)**

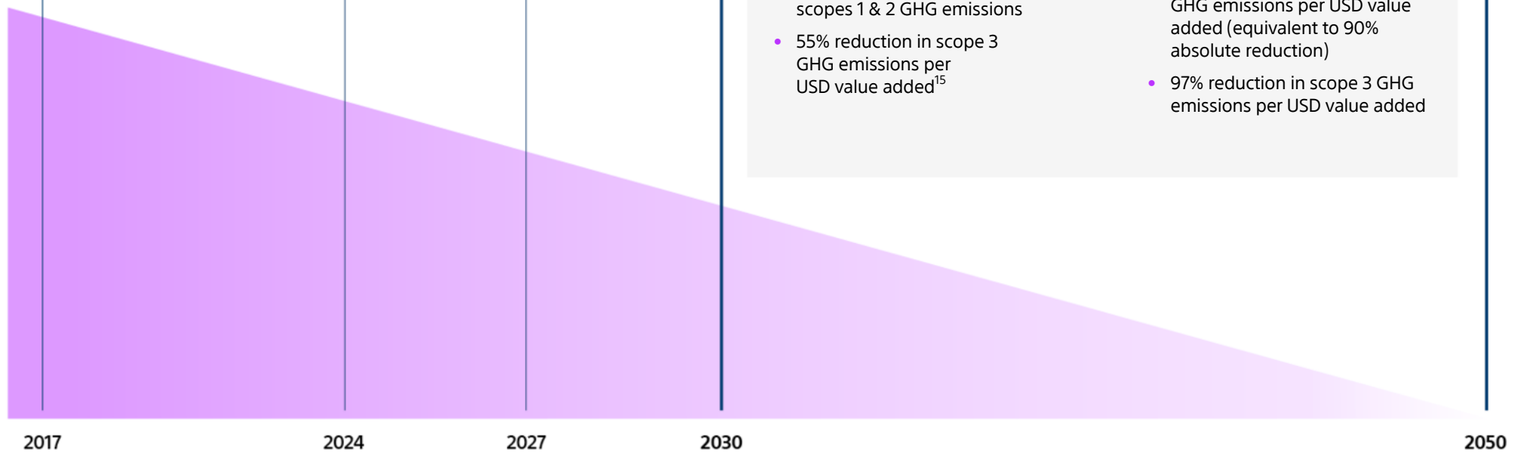
SCIENCE BASED TARGETS

Companywide near-term 2030 targets (2019 base year):

- 46.2% absolute reduction in scopes 1 & 2 GHG emissions
- 55% reduction in scope 3 GHG emissions per USD value added[15]

Companywide long-term 2050 targets (2019 base year):

- 97% reduction in scopes 1 & 2 GHG emissions per USD value added (equivalent to 90% absolute reduction)
- 97% reduction in scope 3 GHG emissions per USD value added



# Confronting climate change continued

## Q&A

### Our journey to achieving 100% renewable electricity

**NOEL FINNERTY, Ph.D.**
Senior Director, Global Real Estate & Facilities

#### What initiatives were most effective in achieving our goal of 100% renewable electricity?

One of our most consequential initiatives has been the implementation of the Global Energy Management System (GEMS), which serves as the foundation of our **C³ energy strategy** — cut, convert and compensate. Phasing out fossil fuels is a significant undertaking that involves upgrading facilities with energy-efficient electric systems, such as electrified heating, as well as securing renewable energy through virtual power purchase agreements (VPPAs).

VPPAs are renewable electricity generation projects that allow us to secure long-term renewable electricity in alignment with our energy consumption. They also allow us to support decarbonization in countries where we operate. We launched our first renewable electricity VPPA in the U.S. in 2022, followed by solar VPPAs in Spain and Ireland. By 2024, we had agreements with three operational projects and agreements for seven more are set to come online in 2025.

#### What challenges have we faced in meeting this goal?

Most of our manufacturing and distribution sites are certified by the International Organization for Standardization (ISO) 50001:2018, demonstrating our commitment to high energy efficiency even as our business expands. A key challenge is scaling efficiency in line with growth: As our demand for energy grows, we must make proportional improvements in our consumption to maintain sustainability. At our distribution site in Kerkrade, the Netherlands, we transitioned from natural gas to energy-efficient heat pump technology powered by renewable electricity supply. Nearly 1,500 solar panels were also installed on-site.

As a result, the facility achieved 90% renewable energy usage in 2024. As we scale, these types of forward-looking infrastructure investments are essential to meeting our energy efficiency goals.

Achieving 100% renewable electricity[2,3] by 2024 was a milestone, but maintaining this achievement requires ongoing effort. In particular, we must accurately forecast our energy requirements so our VPPAs are aligned with our needs. It's a balance we must continually monitor and refine.

#### How do we plan to reach net-zero emissions by 2050?

Achieving net-zero emissions by 2050 means deepening our C³ strategy with a strong focus on electrification and decarbonization. The next phase involves shifting from energy sources that generate direct scope 1 emissions to those that produce indirect scope 2 emissions, and then reducing those emissions through the use of renewable energy.

This transition demands significant investment in energy-efficient infrastructure and renewable technologies. Continuing to dedicate funding will be key as will companywide collaboration around a clear action plan that ensures everyone is aligned with our goal and held accountable for reaching it.

#### What have we learned on our sustainability journey?

I'm proud of our companywide sustainability strategy. Making a positive impact on our planet has always been a passion for me. It's the reason I pursued a doctorate in energy management at the University of Galway. Boston Scientific pledged to achieve carbon neutrality by 2030[2] at Climate Week in 2017. That was a defining moment — proof that sustainability is a core part of our culture.

One key lesson? That sustainability is a shared responsibility. We have fostered a culture of collective action by embedding sustainability into our values and behaviors. Teams across our sites are empowered and the small changes they're making at our sites add up to a measurable impact. By reducing our energy footprint today, we're building a better future for generations to come.

> "Achieving 100%[2,3] renewable electricity by 2024 was a milestone, but maintaining this achievement requires ongoing effort."

# **Confronting climate change** continued

## Tackling scope 1 and 2 emissions

In 2017, Boston Scientific took a significant step toward a more sustainable future by setting a goal to achieve carbon neutrality for scopes 1 and 2 across our key manufacturing and distribution sites by 2030. This goal serves as a foundation for our science-based targets and reinforces our responsibility to reduce emissions companywide.

Recognizing that our impact must go further, we are expanding our sustainability efforts beyond manufacturing and distribution while remaining dedicated to transparency and measurable progress. See our **Appendix** for details on our companywide emissions and progress.

We follow globally recognized sustainability frameworks, including the Leadership in Energy and Environmental Design (LEED) and the ISO 50001:2018 energy management standard. Our enterprise-wide GEMS serves as the foundation for our decarbonization strategy.

To confront climate change, making significant investments to electrify our existing key manufacturing and distribution sites is a priority. This transition is essential for reducing scope 1 and scope 2 emissions. By eliminating direct emissions (scope 1) and using cleaner, renewable electricity sources (scope 2), we can significantly reduce our use of fossil fuels. As energy grids in the countries where we operate increasingly shift to renewable sources, electrifying our operations means we are helping reduce emissions at the country level.

We plan to continue to prioritize the development of fully electrified new sites, as in Costa Rica and Minnesota, where we are building all-electric operations from the ground up.

### Real estate progress

**72%**

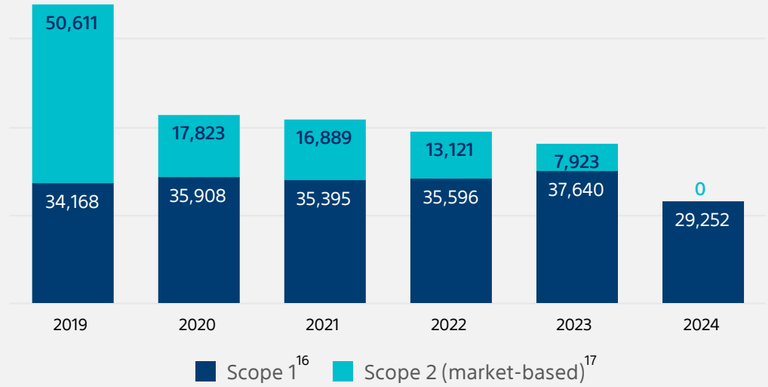
real estate independently certified for energy efficiency[6]

### Partnering with a global sustainability leader

Boston Scientific has partnered with the University of Cambridge Institute for Sustainability Leadership (CISL) to strengthen sustainability expertise across the organization, and to explore new and innovative solutions for our customers. Through the collaboration, we are integrating advanced sustainability practices that reinforce our commitment to environmental responsibility.


## Advancing toward carbon neutrality[2]

$tCO_2e$ (metric tons of carbon dioxide equivalent)




### Carbon neutrality progress[2]

**100%**

renewable electricity[3]

**62%**

renewable energy[3]

**84%**

carbon intensity reduction since 2017[18]

# Confronting climate change continued

## Our C³ energy strategy: cut, convert and compensate

Our cut, convert and compensate (C³) energy strategy shapes our priorities and programs to achieve meaningful impact. We will continue applying this approach as we work to reduce scope 1 and scope 2 emissions across our entire company footprint.

### Cut

**We are cutting energy use by investing in energy efficiency.**

- Reduced energy intensity by 38%[2,19] since 2017; 13 sites are now ISO 50001:2018 certified, representing 72% of sites.[2]
- Our global distribution site in Penang, Malaysia, has been awarded LEED Gold Certification. 17 of our sites are now certified in the globally recognized LEED certification program.
- Achieved independent certification for energy efficiency across 72% of our company real estate.[6]
- Our Shanghai, China, office achieved 13% reduction in electricity consumption.[20]

### Convert

**We are converting to renewable energy sources companywide where possible instead of relying on fossil fuels.**

- Reached our renewable electricity goal: 100% of the electricity used across key manufacturing and distribution sites is attributed to renewable sources.[3]
- Increased renewable energy use to 62%[3] since 2017, with five of our key manufacturing and distribution sites now operating at >90% renewable energy.
- Electrification successfully completed in our manufacturing site in Clonmel, Ireland. The project involved decommissioning a combined heat and power plant fueled by natural gas, upgrading the electrical infrastructure, and installing a new heating and cooling system supported by electric heat pumps.
- Advanced the electrification of our largest manufacturing sites located in Galway, Ireland, and Arden Hills, Minnesota, by installing electric heat pumps and boilers.
- VPPAs in Ireland, Spain and the U.S. now operate with combined capacity of 86 MW.

### Compensate

**We compensate with carbon credits and offset projects for remaining unavoidable emissions.**

- Renewed carbon neutrality certification in our manufacturing sites in Coyol and Heredia, Costa Rica, based on INTEB5:2021 and INTE/ISO 14064-1:2019 from INTECO. We have maintained this certification since 2016.

## Redesigning energy use in Kerkrade

Our distribution center in Kerkrade, the Netherlands, has been certified to ISO 50001:2018 since 2020. To move away from fossil-fuel energy sources, the team replaced natural gas heating with energy-efficient electric heat pumps and installed nearly 1,500 solar panels with the capacity to generate approximately 25% of the site's electricity. When combined with electricity from other renewable energy sources, the site is now able to operate on more than 90% renewable energy.

# Confronting climate change continued

## Progressing our scope 3 goals

Boston Scientific is approaching scope 3 emissions reduction in many ways, including enhancing efficiency and sustainability across our value chain, actively engaging with suppliers and exploring ways to strengthen environmentally responsible practices. Our goal is to reduce scope 3 GHG emissions by 55% per U.S. dollar (USD) value added by 2030.[15]

### Working with our suppliers

To maximize our impact, we identified, and prioritized engaging with, the top 80%[21] of our suppliers based on their emissions, including those in metals, plastics and resins, chemicals, packaging, electronics, business travel, transportation and distribution. We found that over 135 have begun setting science-based targets and/or are disclosing emissions to CDP. We are gaining deeper insights into their environmental impact by conducting climate surveys and strategic business reviews. These efforts allow us to track progress, identify opportunities for improvement and work better together to attain meaningful emissions reductions.

### Our approach to supplier engagement


## Improving transportation and logistics

Innovating for a healthier planet not only improves health outcomes, but also drives efficiency and resilience across our operations. Our end-to-end ideal product flow initiative is designed to embed efficiency and sustainability across sourcing, manufacturing, packaging and distribution. This approach reduces resource consumption, lowers our carbon footprint and enhances supply chain efficiency. As a result, healthcare providers receive faster, more reliable product deliveries, which ultimately accelerates patients' access to life-saving treatments.

### Shipping lane optimization

Boston Scientific has streamlined its shipping network by eliminating unnecessary stops and increasing direct routes. For example, we now ship directly from Costa Rica to Japan, instead of routing shipments through the U.S. We also have converted 12 global shipping lanes from air to sea transport, dramatically reducing the environmental impact of air freight emissions. While these adjustments require us to plan further ahead, the changes have significantly reduced transit time, lowered carbon emissions and enhanced supply chain efficiency and resilience, which means our products get to their destination on time. We plan to increase direct shipping from our manufacturing sites to distribution centers for up to 80% of total units shipped.

### Reengineered pallet densities

While the number of patients we serve is increasing, we expect the number of pallets we ship to stay flat due to redesigned pallet configurations, which let us ship more product units per pallet. For example, in Costa Rica we achieved a fourfold increase in product units contained in each pallet. This helped reduce the number of required sterilization cycles and shipping containers. By enhancing configurations, we are lowering transportation costs, cutting emissions and creating a more efficient supply chain.

# Embedding product stewardship

Boston Scientific is dedicated to minimizing the environmental impact of our products throughout their entire life cycle — from design and sourcing to production, distribution and end of use. Doing so further helps us lower our waste and scope 3 emissions across our value chain.

We launched a life cycle assessment (LCA) program in 2023 to better understand the environmental impacts of our products and incorporate key learnings in our business practices. In 2024, we completed the pilot and performed an LCA on two products — the LithoVue™ Single-Use Digital Flexible Ureteroscope and the EXALT™ Model D Single-Use Duodenoscope. The resulting data have been invaluable in assessing the environmental impact of product materials and components so we can make targeted improvements. As a result of these insights, we are working to incorporate LCAs more broadly across Boston Scientific.

We are collaborating with members of our industry to drive sustainability, innovation and compliance in medical devices and packaging. Boston Scientific has ongoing collaborations with the Advanced Medical Technology Association (AdvaMed), Healthcare Plastics Recycling Council, Kilmer Innovations in Packaging, Sustainable Healthcare Coalition, and MedTech Europe and its affiliated associations, including the Association of British HealthTech Industries. We also joined the **Collaborative for Healthcare Action to Reduce MedTech Emissions (CHARME)** and are conducting research to better understand customer needs and priorities concerning sustainable design.

## Innovating with sustainable materials

Using sustainable materials in our products helps us minimize our environmental footprint. Bio-based plastics, for example, are a type of plastic derived partially or entirely from renewable biological resources rather than traditional fossil fuels like oil or natural gas. These renewable biological sources include vegetable fats and oils, corn starch, straw, woodchips, sawdust and food waste. We introduced a bio-based plastic handle for the LithoVue™ Elite Single-Use Digital Flexible Ureteroscope, an important step in advancing sustainable solutions.

## Rethinking product disposal

Our product stewardship initiatives include reducing landfill waste, extending product shelf life and enhancing recycling efforts. We continue to explore new opportunities to minimize scrap and other forms of waste.

To reduce waste, our endoscopy and urology businesses in the U.S. operate takeaway programs for approved devices. Since the programs started five years ago, we have diverted 43 metric tons from landfill.[22] We've seen a substantial uptake in customer participation in the programs: 44% of the total device weight diverted took place in 2024 alone. We will continue working with customers to evaluate additional options to further reduce our environmental impact.

### Piloting device recycling in Germany

A Boston Scientific recycling pilot in Germany assessed the feasibility of a local recycling service for endoscopy and urology scopes at 15 hospitals and evaluated both environmental and financial impacts. We collaborated with customers and specialty vendors to build a rigorous process that covered collection, disinfection, recycling and regulatory approvals. The pilot, which concluded in 2024, offers valuable insights about the cost-effectiveness and customer and environmental benefits of medical device recycling. Results have been submitted for peer review.

# Embedding product stewardship continued

## Smarter packaging and labeling

Our Global Packaging and Labeling Sustainability (GPLS) team evaluates new packaging materials and creates tools to implement sustainable design. We measure sustainability improvements through annual case studies and by developing and tracking key metrics that drive progress across divisions.

### Carton sustainability

We introduced more sustainable carton materials for product packaging. These materials are available closer to our manufacturing sites in Latin America, Asia-Pacific and the Europe, Middle East, and Africa (EMEA) region. This increased variety of materials incorporates recycled content, reduces carton weight and reduces carbon emissions in our supply chain.

### Sustainable design

Our GPLS team creates sustainability resources to guide the engineers who design and create our packaging. These include guidelines for environmentally responsible materials and a packaging database to enable accurate reporting and regulatory compliance.

### Global packaging and labeling sustainability strategy

- Reduce the amount of material in packaging
- Redesign packaging for sustainability and supply chain efficiency
- Improve recyclability of all packaging and use recycled content where possible
- Responsibly source packaging materials in collaboration with suppliers
- Monitor regulatory developments and advocate for sustainable packaging requirements

### Accelerating the use of digital IFUs

Boston Scientific is accelerating the transition to fully digital Instructions for Use (IFUs) for our devices. In doing so, we aim to reduce paper usage by up to 95%[23] where we implement electronic IFUs (eIFUs).

In Taiwan, we became the first medical device company to eliminate paper IFUs across our entire portfolio, saving millions of sheets of paper annually.

Our impact goes beyond one region. In the European Union, we helped spearhead an industry-wide movement advocating for paper waste reduction. Our joint efforts led the European Commission (EC) to conduct a survey querying healthcare professionals about regulatory changes that would expand eIFU adoption. Strong support from physicians prompted the EC to draft new legislation, expected to become law in 2025.

In 2024, we conducted a variety of case studies across key medical device categories to assess the impact that projects that eliminate IFUs would have on paper waste reduction. The case studies[24] estimated the following impact, measured in metric tons (MT):

**Cardiology**

106.90 MT

Total paper waste reduction

**Endoscopy**

13.20 MT

Total paper waste reduction

**Neuromodulation**

17.24 MT

Total paper waste reduction

### Optimizing the product flow of WOLVERINE™ Coronary Cutting Balloon™

As a result of our efforts to embed sustainability across our supply chain, we are working to achieve an ideal product flow in how we source, manufacture, package and distribute certain devices. One great example is WOLVERINE™ Coronary Cutting Balloon™, which is used to treat coronary artery disease around the world.

To get WOLVERINE™ to customers, we shifted shipping from air to sea freight, optimized shipping routes, eliminated paper-based IFUs and reduced overall packaging materials, all while maintaining supply chain resilience and product quality.

In 2024 we conducted a case study[25] on the impacts of eIFUs for WOLVERINE™. The study concluded that the implementation of eIFUs would save an estimated 2.48 MT of $CO_2e$ emissions in transportation as a result of the decreased weight of our products. The case study also found that implementing eIFUs would reduce paper use by 90% and save 55.3 MT of paper.

2.48 MT

of $CO_2e$ emissions saved in transportation

# Addressing water, waste and biodiversity

Across our sites, we implement sustainability initiatives and set goals to reduce waste and water usage, helping to create a healthier and more resilient ecosystem.

## Moving toward zero waste

Boston Scientific is committed to significantly reducing waste. We have set a goal to divert at least 90% of solid, non-hazardous waste from landfill and incineration at our key manufacturing and distribution sites by 2030. Our teams follow the Total Resource Use and Efficiency (TRUE) methodology, helping to ensure resources at our key manufacturing and distribution sites are maximized, repurposed or recycled. With the expertise of our certified TRUE zero-waste advisors, we are transforming our waste management practices.

In 2024, we successfully recycled 75% of our solid non-hazardous waste. Our Coyol and Heredia manufacturing sites in Costa Rica have already surpassed our 2030 waste management target by achieving a 94% waste diversion rate. As a result, both sites have earned TRUE Zero Waste Global Level certification, a prestigious standard awarded by Green Business Certification Inc. This milestone was accomplished through a comprehensive zero-waste strategy rooted in circular economy principles. Key initiatives included reducing waste generation, fostering partnerships to reuse equipment and materials, enhancing donation programs to extend the life of items and developing innovative waste recovery methods. Notably, 263 metric tons of non-recyclable waste were transformed into plastic lumber, which was used to create furniture and to establish a new sustainable production model.

### Non-hazardous waste recycling

75%

solid, non-hazardous waste from key manufacturing and distribution sites recycled

We also implemented education programs to promote sustainable practices among employees. By making sustainability a daily habit — for example, by replacing desk-side trash bins with communal waste stations — we are encouraging employees to take an active role in waste reduction.

Our Maple Grove facility in Minnesota has implemented the RightCycle Program in partnership with Kimberly-Clark Professional. This initiative focuses on recycling previously hard-to-recycle items, such as single-use nitrile gloves and clean room garments. Instead of sending these items to landfills, they are collected and transformed into raw materials used to manufacture eco-friendly products like park benches and patio furniture.

## Minimizing water use

Water is a critical shared resource, and we are dedicated to using it responsibly. While our operations are not highly water-intensive, we work to reduce consumption and address potential water supply challenges. In 2024, 19% of our total water consumption was linked to production processes.

Boston Scientific prioritizes assessment of waste and water management systems at our key manufacturing and distribution sites — with 18 sites now certified to ISO 14001:2015. This represents 94% of our key manufacturing and distribution sites. Additionally, our global design guidelines incorporate best practices for water conservation into new construction and major refurbishments.

## Preserving biodiversity

Contributing to a healthier planet involves addressing the global decline in biodiversity. We have developed a framework to assess biodiversity in the ecosystems where we build and maintain facilities, including ecosystems designated as key biodiversity or protected areas by international and national organizations. At our key manufacturing and distribution centers, as well as at potential new sites, our teams analyze nature-related impacts and risks. They also identify opportunities to help restore the ecosystems where we operate.

### Green Week: engaging employees with sustainability

Held in May, Green Week raises awareness of our sustainability efforts and inspires colleagues to take meaningful action across EMEA. Events feature expert speaker webcasts, professional skills coaching and local community initiatives such as beach clean-ups and educational talks. In 2024, we held Green Week in 12 countries with more than 70 volunteer organizers, and we empowered employees to engage confidently with stakeholders about sustainability efforts.

# Performance with integrity

Ethical business practices anchor our decisions and ability to deliver value responsibly.

**In this section:**

# Performance with integrity

## Why it matters

Our commitment to responsible corporate citizenship strengthens the trust our employees and customers have in us. Every action we take to build a more sustainable business and planet delivers value for our stakeholders as well as for future generations.

In 2024, we made further progress by implementing a responsible artificial intelligence (AI) policy and by reinforcing our commitment to good governance and compliance, risk management, cybersecurity and a responsible supply chain.

### Policies and related links

- Code of Conduct
- Conflict minerals
- Corporate governance guidelines
- Global tax strategy
- Governance overview
- Labor and human rights
- Our approach to a resilient supply chain
- Policy and advocacy
- Privacy policy
- Product security

**43M+**
products delivered

**99%+**
of employees completed Code of Conduct training[7]

**96%**
of employees completed cybersecurity training[7]

# Governance and compliance

At Boston Scientific, we believe strong corporate governance and ethical business practices are the foundation for a responsible and sustainable future. Our commitment to integrity, transparency and accountability fuels every decision we make and helps ensure we uphold the highest standards for our people, our communities and the planet.

Our Board of Directors has adopted **corporate governance guidelines** and established **charters** for each of its standing committees — Audit, Executive Compensation and Human Resources, Nominating and Governance, and Risk — to uphold this commitment. Our Nominating and Governance, and Risk committees receive regular updates on our corporate responsibility progress and initiatives, including protecting human rights, advancing social impact and driving sustainability efforts.

## Guided by ethics, integrity and compliance

Our commitment to ethics, accountability and human life drives everything we do.

Our employees share a deep responsibility to:

- **Act with integrity**, helping ensure honesty and ethics in every decision
- **Safeguard privacy**, protecting the trust of patients, customers and employees
- **Champion a culture of respect**, promoting fairness, inclusion and dignity
- **Hold ourselves to the highest standards**, helping ensure quality and responsibility in all that we do

The Boston Scientific Global Compliance team provides employee training and resources for conducting business responsibly, treating customers and suppliers fairly and reporting ethics concerns.

Led by our chief compliance officer, the team works alongside leaders and employees to embed ethical business practices across the company. Regular reports to the Board of Directors (annually), the Risk Committee (quarterly) and the Audit Committee (as needed) help ensure accountability. Our team of compliance experts help ensure our policies and practices meet global legal requirements and align with our broader corporate responsibility commitments.

## Marketing and selling responsibly

We uphold the highest standards for honest, transparent and ethical marketing to ensure our products and services are promoted accurately and responsibly.

All customer-facing employees are required to complete comprehensive training on:

- **Fair and ethical marketing practices** to promote integrity in all communications
- **Appropriate interactions** with healthcare providers and public officials
- **Identifying and managing actual or perceived conflicts of interest** to maintain trust and accountability

This training also provides clear guidance on how to focus marketing discussions on approved, on-label product use as well as how to handle off-label inquiries in compliance with regulatory standards.

**Sales and marketing training**

10,000+

hours of sales and marketing training completed by customer-facing employees

## Living our code of conduct

At Boston Scientific, integrity is more than a policy; it guides every decision we make. Every employee is required to read and understand the Boston Scientific Code of Conduct, which is the foundation of our business practices, relationships and our approach to corporate responsibility.

To help ensure our ethical standards remain strong and relevant, we update our training content based on the latest company policies, processes and compliance-related risks. We reinforce the importance of ethical decision-making through regular companywide communications and our annual Integrity Week.

In addition, the Boston Scientific Advice Line, operated by a trusted third-party vendor in multiple languages, is a confidential 24/7 channel that employees and stakeholders can use to seek guidance or report concerns related to compliance, ethics or integrity. We enforce strict accountability for violations of our Code of Conduct, policies and applicable laws. Consequences range from corrective action to termination, and disciplinary measures also apply to those who instruct others

# **Governance and compliance** continued

to engage in misconduct, fail to report it or obstruct investigations. We maintain a zero-retaliation policy, ensuring that anyone who raises a concern in good faith is protected from any form of retaliation. Retaliation against whistleblowers is strictly prohibited. This reinforces our unwavering commitment to a transparent, ethical and responsible workplace.

In 2024, as part of a comprehensive review, several updates were made to the Code of Conduct, including a new section on Human Rights and Fair Labor Practices, expanded guidance on Anti-Trust and Anti-Money Laundering Laws, and enhanced guidelines on company communications with the media and government as well as legal engagement.

**99%+**

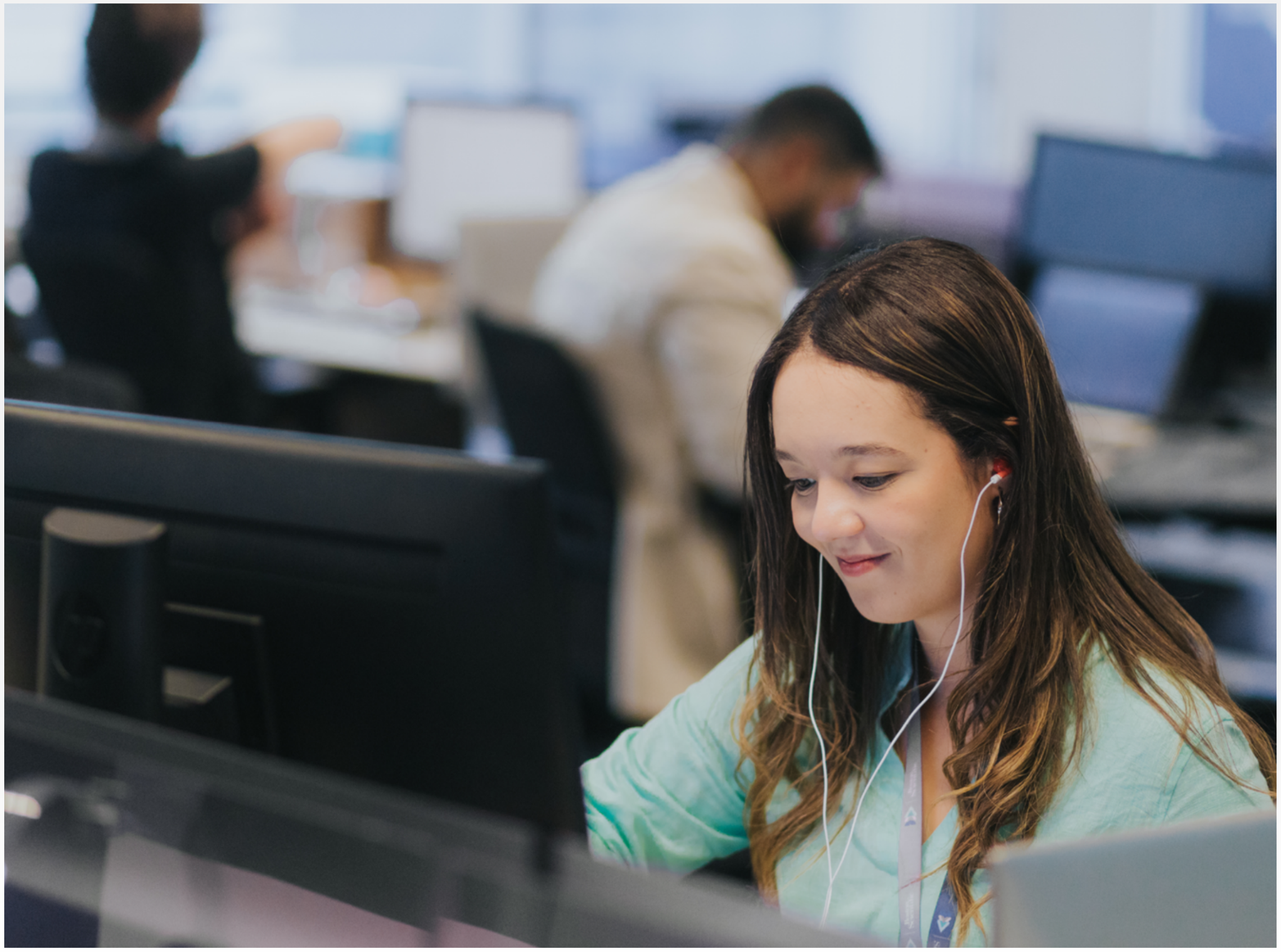
of employees completed Code of Conduct training[7]

## Our commitment to responsible AI

AI has transformed the way we work. We use it across our business, regions and functions to accelerate the delivery of lifesaving products to patients and make healthcare better and more efficient.

As we further integrate traditional and generative AI into our work, our top priority remains its safe and responsible use. We have established the Responsible AI Council, a global, senior-level team sponsored by the Executive Committee, to support AI governance processes to help ensure AI is secure, controlled and works as intended. The Responsible AI Council raises awareness of tools and processes for AI practitioners and leadership, and it promotes the responsible use of AI across the company. The cross-functional council includes representatives from legal, cybersecurity, quality and other key departments. In 2024, the council published its first AI Best Practices Guidance, a comprehensive framework to uphold the highest standards of ethics, transparency and security in AI adoption.

By embedding governance, oversight and accountability into every AI initiative, we are driving innovation and reinforcing our commitment to ethical leadership, compliance and trust in AI-powered solutions.



# Risk management

Proactive risk management is essential to maintaining business integrity and operational resilience. We regularly assess our operations and supply chain to identify potential vulnerabilities so we can adapt safely, minimize risk exposure and seize opportunities responsibly. Our experts in enterprise risk management analyze strategic, operational, financial, legal and compliance risks to strengthen our resilience.

The vice president of global internal audit leads our enterprise risk management program and reports financial, operational and risk-related issues to the Board of Directors and its relevant committees, including the Audit and Risk Committees.

Our Global Security, Resiliency and Enterprise Risk Management teams work together to prevent and mitigate disruptions. This secures operations in times of crisis and helps enable business continuity.

## Building a resilient future

Boston Scientific applies leading-edge technology and protocols to safeguard our people, operations and assets worldwide. Our global security and resilience experts prepare for a broad spectrum of risks, including geopolitical challenges, natural hazards, climate change and environmental- and economic-related events.

To stay ahead of potential disruptions, we use AI and visualization tools to monitor our value chain in real time. This empowers our supply planners to anticipate and overcome risks effectively, and deliver on our commitments.

# Cybersecurity

At Boston Scientific, we are committed to ensuring the safety and security of our products and the personal data of our employees, customers and business partners.

By embedding resilient cybersecurity strategies into our operations, we protect our business as well as the millions of people who rely on our devices. In 2024, 96% of employees[7] completed cybersecurity training covering topics on cybersecurity fundamentals, social engineering and phishing, reporting suspicious behavior, and data classification and protection.

We have robust controls and procedures in place to escalate enterprise-level issues, including cybersecurity concerns that could pose financial, operational or reputational risks. As part of its oversight role, our Board of Directors regularly receives updates about emerging threats and the ever-evolving risk landscape. Our senior leaders also stay informed about our cybersecurity program through frequent security briefings. All these efforts help ensure we are taking a proactive approach to risk management.

## Product security at every stage

Our global quality system has established a framework to help ensure we are building security into the full life cycle of every product we develop.

Our teams analyze security risks at every stage of product development — from initial design to implementation, testing and long-term support. By aligning with evolving regulations, industry standards and cybersecurity best practices, we design and build products that meet the highest levels of digital security.

We manage product cybersecurity in accordance with globally recognized standards and best practices in risk management, including FDA pre- and post-market guidance, International Organization for Standardization (ISO)/IEC 81001-5-1, International Medical Device Regulators Forum and other industry-leading regulations. Our global digital security protocols are designed to anticipate and address potential cyber threats, safeguarding our products and patient information. Our implantable cardiac medical device systems, which enable remote monitoring by healthcare providers, are certified under ISO/IEC 27001:2022 and ISO/IEC 27018:2020, demonstrating our commitment to best-in-class security standards.

We also adhere to international laws and regulations to help ensure compliance and resilience across all regions.

In 2024, we launched a multi-year initiative to align our global quality system with the latest global regulatory and industry guidance for product cybersecurity.

Beyond product security, we educate healthcare providers on digital security best practices, helping them protect patient data and maintain secure medical environments.

## Staying secure with a zero-trust model

As cybersecurity threats evolve, so too does our strategy. Our Global Cybersecurity team follows a zero-trust security model, ensuring continuous verification and strict access controls across all systems and clinician interfaces.

Guided by the National Institute of Standards and Technology (NIST) principles — identify, protect, detect, respond and recover — we take a holistic approach to cyber resilience with four key zero-trust initiatives:

- **Network segmentation** to limit potential attack surfaces
- **Identity and access management** to support secure authentication
- **Endpoint security and system hardening** to protect connected devices
- **Data security enhancements** to prevent breaches and unauthorized access

## Protecting personal data

Trust is fundamental to everything we do. We recognize that safeguarding personal data isn't just about compliance; it's about earning and maintaining the trust of employees, healthcare professionals and the patients we serve.

Our global and local data privacy policies align with the strictest privacy regulations, enabling personal data to be collected, processed and stored responsibly. Our Privacy by Design and Default approach helps ensure that every product and process we develop prioritizes data protection from the outset.

To reinforce our commitment to transparency and accountability, we conduct privacy impact assessments on all products and processes that handle personal data, perform ongoing training on secure data handling, and regularly communicate about privacy best practices to strengthen awareness and vigilance.

### Collaborating to strengthen cybersecurity

As a member of the Health Information Sharing and Analysis Center, we share real-time threat intelligence and security best practices with public and private healthcare organizations to strengthen cybersecurity across the industry. These include the Association for the Advancement of Medical Instrumentation, the Advanced Medical Technology Association (AdvaMed) and the Medical Device Innovation Consortium.

# A responsible supply chain

By working closely with our global network of suppliers, we aim to help ensure every link in our supply chain upholds the highest standards of quality, ethics and service.

We monitor product shipments to help ensure on-time delivery to healthcare providers and the patients who depend on them. Through our Supply Chain Resiliency Program, we assess and mitigate risks across our strategic product portfolio. These efforts are reviewed with senior leadership and integrated into our company's annual operating plan.

▶ *Learn more about **our approach to resiliency in our global supply chain**.*

## Supply chain highlights

**43M+**
products delivered

**11,000+**
active direct and indirect suppliers

**~26,000**
Global Supply Chain team members

## Reinforcing supplier quality

Our commitment to quality extends beyond our own operations. We hold our supply chain partners, whether direct or indirect, accountable for meeting the highest standards.

To achieve this, we:

- Work with suppliers who strive to meet the highest quality standards for their services and comply with all applicable medical device regulations
- Rigorously assess materials to help ensure suppliers repeatedly and reliably meet established material specifications
- Evaluate potential suppliers using a standardized assessment protocol
- Require approved suppliers to sign a quality agreement that includes their consent to regular audits, inspections and performance assessments

Boston Scientific uses a risk-based approach to regularly evaluate and independently verify supplier compliance at an enterprise level as well as at the locations where manufacturing occurs.

## Investing in the future of healthcare across China

In 2024, Boston Scientific inaugurated its latest manufacturing site in Lin-gang, China, marking a milestone in both commercial expansion and continued long-term investment in the region.

Spanning 6,400 square meters, this state-of-the-art facility will begin production in 2025, focusing on cardiovascular devices that will enhance diagnosis and treatment for patients across China.

# **A responsible supply chain** continued

## Fostering economic inclusion in our supply chain

In the U.S., Boston Scientific is committed to the sustained support of small and socio-economically disadvantaged suppliers who share our dedication to improving the quality of patient care. We are a member and supporter of several national and local supplier development organizations. We select businesses to participate in our economic inclusion program based on their qualifications and ability to meet our business needs.

Our collaboration with over 1,200 qualified suppliers supports the economic and social vitality that these businesses bring to their communities, while helping our organization innovate and grow.

In 2024, our progress in fostering a robust supply chain was recognized with accolades including Best of the Best for Inclusion from the National Business Inclusion Consortium, and Above & Beyond Corporation of the Year from the Veterans In Business Network.

▶ *Learn more about our approach to economic inclusion in our supply chain.*

## Protecting human rights

As a global healthcare leader, we recognize our responsibility to protect and promote human rights in every region where we operate. Boston Scientific is committed to upholding labor and human rights laws within our operations including those related to:

- Modern slavery and human trafficking
- Child labor
- Bribery and corruption
- Discrimination and harassment
- Pay equity and fair labor practices

Our contractors, suppliers and partners are required to operate legally, responsibly and with integrity. We regularly assess our direct suppliers to identify risks associated with unethical labor practices. We continuously monitor potential labor exploitation throughout our global supply chain.

# Appendix

In this section:

# Materiality

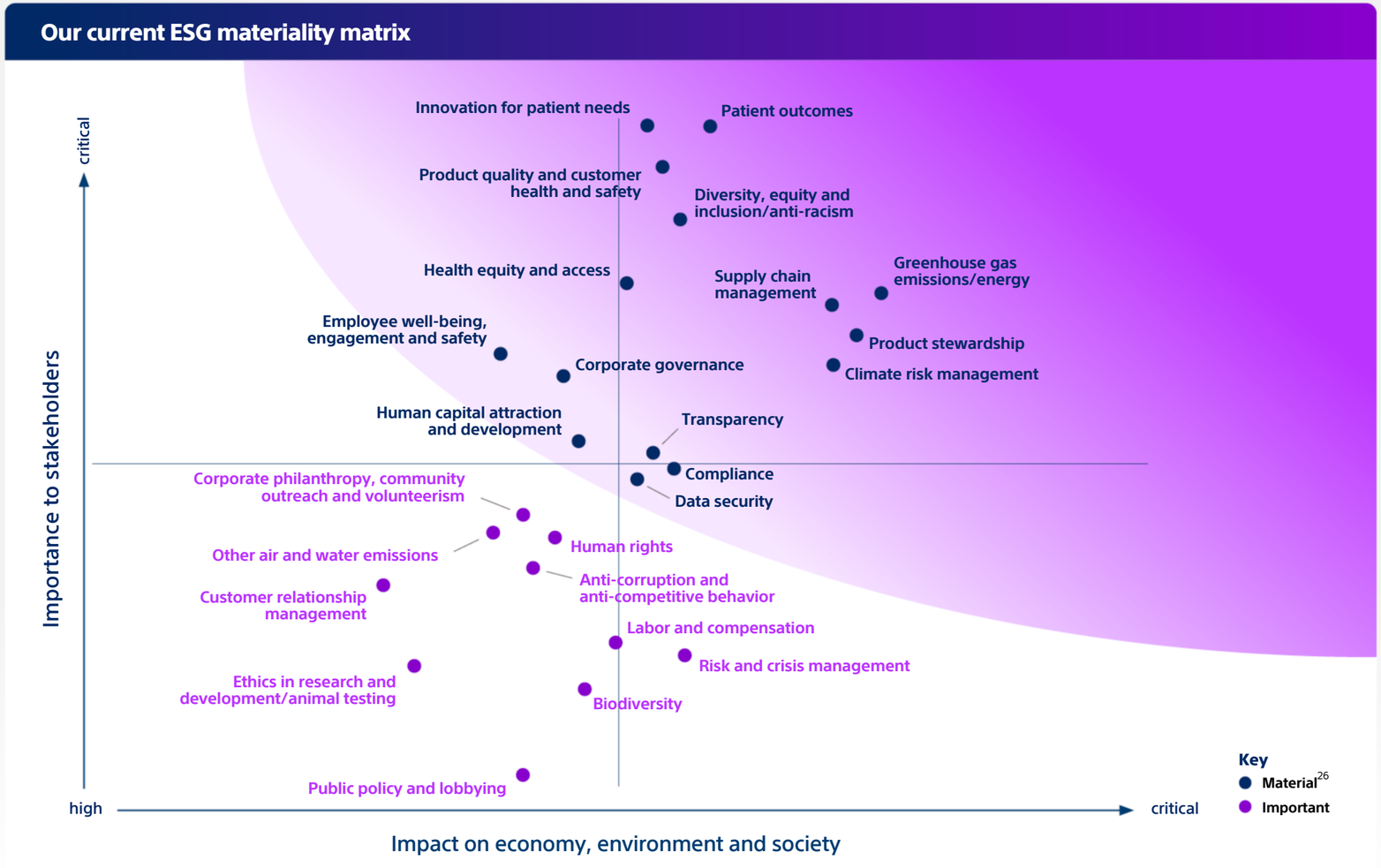
Understanding the environmental, social and governance (ESG) topics most important to our stakeholders and business enables us to better manage risk and maximize positive impact. To strengthen this understanding, we worked with an independent third-party consulting firm in 2021 to conduct an updated ESG materiality assessment. This process included in-depth interviews, peer benchmarking and guidance from internationally recognized sustainability frameworks and standards.

Following the assessment, we consulted internal subject matter experts and external stakeholders to review the identified topics. The findings were then reviewed by the Boston Scientific Executive Committee and Board of Directors.

As a result, we prioritized 15 material topics with the greatest potential impact — an approach informed by both our materiality assessment and core values. These insights continue to shape our corporate responsibility strategy, ensuring we remain focused on the most pressing issues. To stay aligned with evolving expectations, we regularly assess and refine our priorities, tracking progress and adjusting as needed.

In 2024, we began a double materiality assessment in preparation for the European Union's Corporate Sustainability Reporting Directive (CSRD). This assessment evaluates material topics from two perspectives: their impact on society and the environment and their financial relevance to our business. As an ongoing initiative, it will play a key role in shaping our corporate responsibility strategic planning and reporting.

## Our current ESG materiality matrix



# Stakeholder engagement

The following chart outlines our key stakeholders and describes the ways we regularly engage with them.

| Stakeholder | Channels of engagement |
|---|---|
| Customers | • Clinical trial management<br>• Post-market surveillance<br>• Customer care<br>• Training and medical education<br>• Business continuity and resiliency planning<br>• Close the Gap<br>• Product and data security<br>• Healthcare professionals on BostonScientific.com<br>• Performance Report<br>• Business reviews |
| Patients and patient advocacy groups | • Clinical trials<br>• Close the Gap<br>• Product and data security<br>• Customer service and complaint handling<br>• Advocacy group engagement<br>• Patients and caregivers on BostonScientific.com |
| Employees | • Employee engagement surveys<br>• Employee resource groups<br>• Quarterly business updates<br>• Business-specific town halls<br>• Boston Scientific intranet and Yammer<br>• Weekly global newsletter and monthly CEO letter<br>• Matching gift program and volunteering<br>• Awards and recognition |
| Individual shareholders and institutional investors | • Annual Meeting of Stockholders and quarterly earnings calls<br>• Investors on BostonScientific.com<br>• Biennial investor day<br>• Investor calls and meetings<br>• Annual Report on Form 10-K, Quarterly Reports on Form 10-Q and Current Reports on Form 8-K<br>• Annual Proxy Statement<br>• Performance Report |
| Government regulators and policymakers | • Government affairs team<br>• Trade associations<br>• Boston Scientific Corporation Political Action Committee<br>• Policy and advocacy |
| Nongovernmental organizations and local communities | • Boston Scientific Foundations<br>• Grants, donations and exhibits<br>• Employee pro bono consulting and volunteering<br>• Scholarships and internships<br>• Sponsorships, partnerships and collaborations |
| Suppliers and distributors | • Economic inclusion program<br>• Global supplier guidebook and resource center<br>• Supplier scorecards<br>• Supplier code of conduct<br>• Supplier quality and audit programs<br>• Scope 3 supplier engagement program |

# Metrics summary

Our metrics summary provides key performance data organized in accordance with our strategic framework and aligned to leading ESG ratings and inclusion within sustainability indices.

## Innovative care

| Product quality and safety | UNIT | 2020 | 2021 | 2022 | 2023 | 2024 |
|---|---|---|---|---|---|---|
| U.S. FDA Class I recalls | # | 3 | 3 | 0 | 0 | 5 |
| U.S. FDA Class II recalls | # | 15 | 8 | 12 | 10 | 12 |
| Regulatory inspections | # | 85 | 97 | 81 | 80 | 86 |
| Form 483 observations | # | 0 | 5 | 1 | 0 | 3 |
| FDA warning letters | Yes/No | No | No | No | No | No |

| Innovation | UNIT | 2020 | 2021 | 2022 | 2023 | 2024 |
|---|---|---|---|---|---|---|
| Research & Development (R&D) spend[1] | USD millions | 1,143 | 1,204 | 1,323 | 1,414 | 1,615 |
| R&D spend as a percent of sales[8] | % | 11.5 | 10.1 | 10.4 | 9.9 | 9.6 |
| Number of R&D positions | FTE | 2,114 | 2,136 | 2,469 | 2,520 | 3,024 |

# Metrics summary continued

## Empowered people

| Employee representation | UNIT | 2020 | 2021 | 2022 | 2023 | 2024 |
|---|---|---|---|---|---|---|
| **Representation (globally) (female/male)** | | | | | | |
| Board of Directors | Percent | 30.0/70.0 | 30.0/70.0 | 30.0/70.0 | 36.0/64.0 | 36.0/64.0 |
| Executive officers[27] | Percent | 25.0/75.0 | 19.0/81.0 | 11.0/89.0 | 11.0/89.0 | 13.0/87.0 |
| Executive Committee[28] | Percent | 25.0/75.0 | 19.0/81.0 | 25.0/75.0 | 26.0/74.0 | 25.0/75.0 |
| Top management[29,30] | Percent | — | — | — | 43.0/57.0 | 43.1/56.9 |
| Total workforce[30] | Percent | 47.4/52.6 | 48.3/51.7 | 49.0/51.0 | 49.3/50.7 | 49.9/50.1 |
| **Representation of multicultural talent (U.S., including Puerto Rico) (multicultural/white)[31,32]** | | | | | | |
| Top management[29] | Percent | — | — | — | 21.8/78.2 | 22.2/77.8 |
| Total workforce | Percent | 34.1/65.9 | 35.7/64.3 | 36.2/63.8 | 38.3/61.7 | 39.0/61.0 |
| **Representation of employees by age group (global)** | | | | | | |
| <30 | Percent | 21.5 | 24.2 | 24.9 | 24.0 | 25.2 |
| 30-50 | Percent | 59.8 | 58.0 | 57.4 | 58.2 | 57.7 |
| >50 | Percent | 18.7 | 17.8 | 17.7 | 17.8 | 17.1 |

Rounding of historical numbers has been updated.

# Metrics summary continued

## Empowered people continued

| Career and culture | UNIT | 2020 | 2021 | 2022 | 2023 | 2024 |
|---|---|---|---|---|---|---|
| Employee turnover or attrition rate | Percent | 10.3 | 15.3 | 15.1 | 13.3 | 12.7 |
| Employee voluntary turnover rate | Percent | 7.1 | 11.4 | 12.3 | 10.3 | 9.7 |
| Pay equity global (gender)[33] | Global BSC | Analysis not completed | 99%+ | Analysis not completed | 99%+ | Analysis not completed |
| Pay equity multicultural (U.S., including Puerto Rico)[33] | U.S. and Puerto Rico | Analysis not completed | 99%+ | Analysis not completed | 99%+ | Analysis not completed |
| Average learning hours/employee[34] | Hours | 16.5 | 18.6 | 19.5 | 17.1 | 16.8 |

| Employee health and safety | UNIT | 2020 | 2021 | 2022 | 2023 | 2024 |
|---|---|---|---|---|---|---|
| Work-related fatalities — employees | # | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| Work-related fatalities — contractors | # | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| Total Recordable Incident Rate (TRIR) | Injuries per 100 employees | 0.47 | 0.42 | 0.28 | 0.32 | 0.36 |
| Total Recordable Injury Frequency Rate (TRIFR) | Injuries per 1 million hours worked | 2.3 | 2.1 | 1.4 | 1.6 | 1.8 |
| Lost Time Injury Frequency Rate (LTIFR) | Lost Time Injuries per 1 million hours worked | 1.7 | 1.3 | 0.7 | 0.7 | 0.6 |
| Occupational Lost Time Rate (OLTR) | Lost Time Days per 100 employees | 4.7 | 4.5 | 3.0 | 4.4 | 3.1 |
| TRIR, TRIFR, LTIFR and OLTR rate coverage | Percent of employees | 67.0 | 98.0 | 100.0 | 100.0 | 100.0 |

| Community engagement | UNIT | 2020 | 2021 | 2022 | 2023 | 2024 |
|---|---|---|---|---|---|---|
| Monetary value of philanthropic cash contributions[35] | USD millions | 9.04 | 7.21 | 6.72 | 5.40 | 6.20 |
| Boston Scientific Foundation (U.S.) cash contributions | USD millions | 1.21 | 1.21 | 2.09 | 2.19 | 1.17 |
| Employee volunteering hours | Hours | 23,000 | 51,000 | 31,444 | 50,094 | 109,610 |
| Overhead costs for management of philanthropic activities[36] | USD millions | 0.200 | 0.222 | 0.286 | 0.375 | 0.814 |

# Metrics summary continued

## Healthier planet

| Environmental impact — key manufacturing and distribution sites[37] | UNIT | 2020 | 2021 | 2022 | 2023 | 2024 |
|---|---|---|---|---|---|---|
| Total municipal water consumed | Million cubic meters | 0.618 | 0.664 | 0.731 | 0.823 | 0.735 |
| Total fresh water consumed | Million cubic meters | 0.119 | 0.185 | 0.130 | 0.166 | 0.143 |
| Total process water discharged | Million cubic meters | 0.109 | 0.112 | 0.208 | 0.177 | 0.169 |
| Total domestic water discharged | Million cubic meters | 0.511 | 0.590 | 0.519 | 0.564 | 0.610 |
| Water intensity | Cubic meters/USD millions net sales[38] | 74 | 71 | 68 | 69 | 52 |
| Total solid, non-hazardous and hazardous waste generated | Metric tons | 10,936 | 12,796 | 13,051 | 13,937 | 14,979 |
| Total solid, non-hazardous waste generated | Metric tons | 9,978 | 11,703 | 11,977 | 12,642 | 13,512 |
| Total solid, non-hazardous waste recycled | Metric tons | 7,843 | 8,673 | 8,563 | 9,682 | 10,150 |
| Total solid, non-hazardous waste energy recovered | Metric tons | 1,545 | 1,962 | 2,124 | 1,767 | 2,151 |
| Total solid, non-hazardous waste disposed to landfill | Metric tons | 591 | 1,067 | 1,290 | 1,193 | 1,211 |
| Total hazardous waste generated | Metric tons | 958 | 1,093 | 1,074 | 1,295 | 1,467 |
| Total hazardous waste recovered | Metric tons | 94 | 103 | 100 | 189 | 14 |
| Total hazardous waste energy recovered | Metric tons | 376 | 468 | 449 | 465 | 639 |
| Total hazardous waste treatment | Metric tons | 292 | 307 | 270 | 294 | 270 |
| Total hazardous waste incinerated | Metric tons | 152 | 181 | 225 | 246 | 259 |
| Total hazardous waste landfilled | Metric tons | 14 | 1 | 1 | 10 | 0 |
| Total hazardous waste recycled | Metric tons | 29 | 33 | 29 | 90 | 286 |
| Environmental notice of violation | # | 0 | 0 | 0 | 0 | 0 |

# Metrics summary continued

## Healthier planet continued

| Climate change — key manufacturing and distribution sites[2] | UNIT | 2020 | 2021 | 2022 | 2023 | 2024 |
|---|---|---|---|---|---|---|
| Total scope 1 emissions[16] | Metric tons of carbon dioxide equivalents ($tCO_2e$)[39] | 35,908 | 35,395 | 35,596 | 37,640 | 29,252 |
| Total scope 2 emissions (location-based)[17] | $tCO_2e$[39] | — | — | — | 89,733 | 98,811 |
| Total scope 2 emissions (market-based)[17] | $tCO_2e$[39] | 17,823 | 16,889 | 13,121 | 7,923 | 0 |
| Total scopes 1 and 2 emissions (location-based)[16,17] | $tCO_2e$[39] | | | | 127,373 | 128,064 |
| Total scopes 1 and 2 emissions (market-based)[16,17] | $tCO_2e$[39] | 53,730 | 52,284 | 48,717 | 45,563 | 29,252 |
| Carbon intensity scopes 1 and 2 (market-based)[16,17,18] | $tCO_2e$[39] per million USD net sales[38] | 5.5 | 4.4 | 3.8 | 3.2 | 1.7 |
| Total energy consumed | GWh | 381 | 397 | 404 | 417 | 422 |
| Energy intensity[19] | MWh per million USD net sales[38] | 38 | 33 | 32 | 29 | 25 |
| Renewable energy[3] | Percent | 35 | 38 | 40 | 46 | 62 |
| Total electricity consumed | MWh | 185,329 | 205,187 | 212,505 | 234,631 | 263,728 |
| Total renewable electricity consumed[3] | MWh | 131,896 | 149,617 | 161,485 | 192,280 | 263,728 |
| Renewable electricity[3] | Percent | 71 | 73 | 76 | 82 | 100 |
| Non-renewable fuels consumed | MWh | 191,645 | 192,076 | 191,365 | 182,327 | 158,550 |

| Climate change — full company scope[40] | UNIT | 2020 | 2021 | 2022 | 2023 | 2024 |
|---|---|---|---|---|---|---|
| Total scope 1 emissions[16] | $tCO_2e$[39] | — | — | — | 82,704 | 87,567 |
| Total scope 2 emissions (location-based)[17] | $tCO_2e$[39] | — | — | — | 101,626 | 112,861 |
| Total scope 2 emissions (market-based)[17] | $tCO_2e$[39] | — | — | — | 19,817 | 9,854 |
| Total scopes 1 and 2 emissions (location-based)[16,17] | $tCO_2e$[39] | — | — | — | 184,330 | 200,429 |
| Total scopes 1 and 2 emissions (market-based)[16,17] | $tCO_2e$[39] | — | — | — | 102,521 | 97,421 |

# Metrics summary continued

## Healthier planet continued

| Climate change | UNIT | 2020 | 2021 | 2022 | 2023 | 2024 |
|---|---|---|---|---|---|---|
| Real estate independently certified for energy efficiency[6] | Percent | 42 | 46 | 71 | 72 | 72 |
| Number of LEED certified/registered buildings | # | 15 | 16 | 12 | 16 | 17 |
| Number of ISO 50001:2018 certified sites[2] | # | 6 | 9 | 12 | 13 | 13 |
| Number of ISO 14001:2015 certified sites | # | 16 | 16 | 17 | 17 | 18 |

# Metrics summary continued

## Performance with integrity

| Responsible supply chain | UNIT | 2020 | 2021 | 2022 | 2023 | 2024 |
|---|---|---|---|---|---|---|
| Total number of suppliers identified as Tier 1 | # | 1,489 | 1,356 | 1,071 | 1,142 | 1,174 |
| Total number of Tier 1 suppliers identified as critical | # | 137 | 130 | 128 | 119 | 108 |
| Percentage of Tier 1 suppliers identified as critical | Percent | 9.2 | 9.6 | 12.0 | 10.4 | 9.2 |
| Supplier scorecard risk assessment — total number of Tier 1 suppliers assessed in last three years | # | 337 | 313 | 290 | 298 | 312 |
| Supplier scorecard risk assessment — percentage of Tier 1 suppliers assessed in last three years | Percent | 22.6 | 23.1 | 27.0 | 26.1 | 26.6 |
| Comprehensive assessment of critical (Tier 1) suppliers annually[41] | Percent | 81.0 | 72.3 | 66.4 | 100.0 | 100.0 |

| Compliance | UNIT | 2020 | 2021 | 2022 | 2023 | 2024 |
|---|---|---|---|---|---|---|
| Anti-competitive practices fines | Yes/no | No | No | No | No | No |
| Corruption and bribery cases | # | 0 | 0 | 0 | 0 | 0 |
| Earnings before tax | USD millions | -79 | 1,076 | 1,141 | 1,985 | 2,282 |
| Reported taxes | USD millions | 2 | 36 | 443 | 393 | 436 |
| Reported tax rate | Percent | 2.9 | 3.3 | 38.9 | 19.8 | 19.1 |
| Cash paid for income taxes | USD millions | 207 | 302 | 662 | 512 | 656 |
| Upheld regulatory complaints concerning marketing and selling practices | # | 0 | 0 | 0 | 0 | 0 |
| Upheld self-regulatory complaints concerning marketing and selling practices | # | 0 | 0 | 0 | 0 | 0 |

# Metrics summary continued

## Performance with integrity continued

| Governance | UNIT | 2020 | 2021 | 2022 | 2023 | 2024 |
|---|---|---|---|---|---|---|
| Number of executive directors | # | 1 | 1 | 1 | 1 | 1 |
| Number of independent directors | # | 9 | 9 | 9 | 10 | 10 |
| Number of women on Board of Directors | # | 3 | 3 | 3 | 4 | 4 |
| Number of men on Board of Directors | # | 7 | 7 | 7 | 7 | 7 |
| Average tenure of independent board members (years) | # | 7 | 7 | 8 | 6 | 6 |
| Number of non-executive/independent directors who sit on four or fewer public company boards, including Boston Scientific | # | 8 | 9 | 9 | 10 | 10 |
| Number of public company boards outside of Boston Scientific on which non-executive/independent directors can sit[42] | # | 3 | 3 | 3 | 3 | 3 |
| Number of executive officers — women[27] | # | 4 | 3 | 1 | 1 | 1 |
| Number of executive officers — men[27] | # | 12 | 13 | 8 | 8 | 7 |
| Performance period covered by Executive Compensation Plan | Years | 3 | 3 | 3 | 3 | 3 |
| Clawback provision for Executive Compensation Plan | Yes/No | Yes | Yes | Yes | Yes | Yes |
| Shares of common stock outstanding — each entitled to one vote[43] | No. of Votes | 1,417,165,707 | 1,426,724,712 | 1,434,780,104 | 1,467,095,627 | 1,475,778,104 |
| Total annual CEO compensation[44] | USD millions | 13.77 | 16.06 | 16.94 | 18.72 | 21.42 |
| Median annual compensation for all employees[44] | USD thousands | 59.3 | 68.9 | 76.1 | 54.1 | 58.1 |
| Lobbying | USD millions | 1.52 | 1.52 | 1.52 | 1.52 | 1.52 |
| Lobbying — local, regional or national political campaigns | USD millions | 0.25 | 0.22 | 0.18 | 0.20 | 0.22 |
| Lobbying — trade associations | USD millions | 0.13 | 0.21 | 0.11 | 0.18 | 0.23 |

# Global Reporting Initiative index

The Global Reporting Initiative (GRI) Standards represent global best practices for reporting publicly on a range of ESG impacts. We continue to expand the scope of our ESG metrics and disclosures to topics material to our business and stakeholders. This report has been prepared with reference to the GRI Standards, using GRI 1: Foundation 2021. Applicable GRI sector standards are not currently available. The information cited in this GRI content index is for the period from January 1, 2024 to December 31, 2024.

The following table includes references to our 2024 Performance Report, 2024 Annual Report on Form 10-K and other documents available on BostonScientific.com.

| Indicator | Description | Response |
|---|---|---|
| **GRI 2: General disclosures** | | |
| 2-1 | Organizational details | Boston Scientific Corporation, publicly traded on New York Stock Exchange as BSX<br>Global headquarters: 300 Boston Scientific Way, Marlborough, MA 01752-1234<br>Form 10-K, Item 2. Properties, page 33<br>Locations |
| 2-2 | Entities included in the organization's sustainability reporting | Form 10-K, Exhibit 21<br>Where noted, scope has been further clarified for certain metrics and disclosures using footnotes to support end users in understanding the sustainability reporting. |
| 2-3 | Reporting period, frequency and contact point | We report and plan to update this index annually. Data in the 2024 Performance Report covers the period between January 1, 2024 and December 31, 2024, unless otherwise indicated<br>Contact: Investor Relations |
| 2-4 | Restatements of information | If corrections are made to previously reported data, restatements are noted within the Performance Report and Performance Report Appendix |
| 2-5 | External assurance | Our scopes 1 and 2 energy and greenhouse gas (GHG) emissions data has been independently verified<br>Scopes 1 and 2 emissions verification statement |
| 2-6 | Activities, value chain and other business relationships | Form 10-K, Item 1. Business, page 3<br>Form 10-K, Item 7. Management's Discussion and Analysis of Financial Condition and Results of Operations, page 38<br>Performance Report, Boston Scientific: 2024 at a glance, page 7<br>Performance Report, Performance with integrity, page 45 |
| 2-7 | Employees | Form 10-K, Item 1. Human Capital, page 11<br>Performance Report Appendix |
| 2-8 | Workers who are not employees | Not currently disclosed |

# Global Reporting Initiative index continued

| Indicator | Description | Response |
|---|---|---|
| 2-9 | Governance structure and composition | Proxy Statement<br>Governance overview<br>Performance Report, Acting on our corporate responsibility, page 8<br>Performance Report, Performance with integrity, page 45 |
| 2-10 | Nomination and selection of the highest governance body | Proxy Statement<br>Performance Report, Performance with integrity, page 45 |
| 2-11 | Chair of the highest governance body | Proxy Statement |
| 2-12 | Role of the highest governance body in overseeing the management of impacts | Performance Report, Acting on our corporate responsibility, page 8<br>Performance Report, Performance with integrity, page 45<br>Performance Report Appendix, Stakeholder engagement, page 55<br>Proxy Statement<br>Form 10-K, Item 1. Business, page 3 |
| 2-13 | Delegation of responsibility for managing impacts | Proxy Statement<br>Performance Report, Acting on our corporate responsibility, page 8<br>Performance Report, Performance with integrity, page 45 |
| 2-14 | Role of the highest governance body in sustainability reporting | Proxy Statement<br>Performance Report, Acting on our corporate responsibility, page 8 |
| 2-15 | Conflicts of interest | Code of Conduct<br>Proxy Statement |
| 2-16 | Communication of critical concerns | Form 10-K, Item 1A. Risk Factors, page 18<br>Proxy Statement<br>Code of Conduct |
| 2-17 | Collective knowledge of the highest governance body | Proxy Statement |
| 2-18 | Evaluation of the performance of the highest governance body | Proxy Statement |
| 2-19 | Remuneration policies | Proxy Statement |
| 2-20 | Process to determine remuneration | Proxy Statement |
| 2-21 | Annual total compensation ratio | Proxy Statement |
| 2-22 | Statement on sustainable development strategy | Performance Report, A message from our Chairman and Chief Executive Officer, page 5 |

# Global Reporting Initiative index continued

| Indicator | Description | Response |
|---|---|---|
| 2-23 | Policy commitments | Form 10-K, Item 1. Business Strategy, page 3<br>Performance Report, Acting on our corporate responsibility, page 8<br>Performance Report, Introduction, page 4<br>Code of Conduct<br>Respecting human rights |
| 2-24 | Embedding policy commitments | Performance Report, Performance with integrity, page 45<br>Respecting human rights<br>Compliance and ethics |
| 2-25 | Processes to remediate negative impacts | Compliance and ethics |
| 2-26 | Mechanisms for seeking advice and raising concerns | Advice Line |
| 2-27 | Compliance with laws and regulations | Boston Scientific adheres to all compliance requirements; see compliance references throughout the Performance Report and BostonScientific.com<br>Form 10-K, Item 1. Regulatory Environment, page 9<br>Form 10-K, Item 8. Financial Statements and Supplementary Data, Note I — Commitments and Contingencies, page 105<br>Performance Report Appendix, Metrics summary |
| 2-28 | Membership associations | Trade association memberships |
| 2-29 | Approach to stakeholder engagement | Performance Report, Acting on our corporate responsibility, page 8<br>Performance Report Appendix, Stakeholder engagement, page 55 |
| 2-30 | Collective bargaining agreements | Human rights, collective bargaining |

**GRI 3: Material topics 2021**

| | | |
|---|---|---|
| 3-1 | Process to determine material topics | Performance Report Appendix, Materiality, page 54 |
| 3-2 | List of material topics | Performance Report Appendix, Materiality, page 54 |
| 3-3 | Management of material topics | Form 10-K, Item 1. Business, page 3<br>Performance Report, Acting on our corporate responsibility, page 8<br>Performance Report Appendix, Materiality, page 54 |

# Global Reporting Initiative index continued

| Indicator | Description | Response |
|---|---|---|
| **GRI 200** | | |
| 201-1 | Direct economic value generated and distributed | Form 10-K, Item 8. Financial Statements and Supplementary Data, page 66<br>Performance Report, Boston Scientific: 2024 at a glance, page 7 |
| 201-2 | Financial implications and other risks and opportunities due to climate change | Form 10-K, Item 1A. Risk Factors, page 18<br>Task Force on Climate-related Financial Disclosures (TCFD), page 72 |
| 201-3 | Defined benefit plan obligations and other retirement plans | Form 10-K, Item 8. Financial Statements and Supplementary Data, Note Q — Employee Retirement Plans, page 120 |
| 202-1 | Ratios of standard entry level wage by gender compared to local minimum wage | Labor and human rights, commitment to labor initiatives or standards |
| 203-1 | Infrastructure investments and services supported | Form 10-K, Item 1. Marketing and Sales, page 8 |
| 203-2 | Significant indirect economic impacts | Performance Report, Innovative care, page 11<br>Performance Report, Empowered people, page 22<br>Performance Report, Healthier planet, page 35<br>Performance Report, Performance with integrity, page 45 |
| 204-1 | Proportion of spending on local suppliers | Performance Report, Responsible supply chain, page 51 |
| 205-1 | Operations assessed for risks related to corruption | Anti-corruption & governance |
| 205-2 | Communication and training about anti-corruption policies and procedures | Performance Report, Governance and compliance, page 47 |
| 206-1 | Legal actions for anti-competitive behavior, anti-trust and monopoly practices | Form 10-K, Item 8. Financial Statements and Supplementary Data,<br>Note I — Commitments and Contingencies, page 105 |
| **GRI 300** | | |
| 302-1 | Energy consumption within the organization | Performance Report Appendix, Metrics summary |
| 302-3 | Energy intensity | Performance Report Appendix, Metrics summary |
| 302-4 | Reduction of energy consumption | Performance Report Appendix, Metrics summary |
| 302-5 | Reductions in energy requirements of products and services | Performance Report, Embedding product stewardship, page 42<br>Performance Report Appendix, Metrics summary |
| 303-1 | Water withdrawal | Performance Report Appendix, Metrics summary |
| 303-2 | Water discharge | Performance Report Appendix, Metrics summary |
| 303-3 | Water consumption | Performance Report Appendix, Metrics summary |

# Global Reporting Initiative index continued

| Indicator | Description | Response |
|---|---|---|
| 305-1 | Direct (scope 1) GHG emissions | Performance Report Appendix, Metrics summary |
| 305-2 | Energy indirect (scope 2) GHG emissions | Performance Report Appendix, Metrics summary |
| 305-5 | Reduction of GHG emissions | Performance Report, Healthier planet, page 35<br>Performance Report Appendix, Metrics summary |
| 306-1 | Waste generation and significant waste-related impacts | Performance Report, Healthier planet, page 35<br>Performance Report Appendix, Metrics summary |
| 306-2 | Management of significant waste-related impacts | Performance Report, Healthier planet, page 35<br>Performance Report Appendix, Metrics summary |
| 306-3 | Waste generated | Performance Report Appendix, Metrics summary |
| 306-4 | Waste diverted from disposal | Performance Report Appendix, Metrics summary |
| 306-5 | Waste directed to disposal | Performance Report Appendix, Metrics summary |
| 307-1 | Non-compliance with environmental laws and regulation | Performance Report Appendix, Metrics summary |
| 308-1 | New suppliers that were screened using environmental criteria | Performance Report, Performance with integrity, page 45 |
| **GRI 400** | | |
| 401-1 | New employee hires and employee turnover | Performance Report Appendix, Metrics summary |
| 401-2 | Benefits provided to full-time employees that are not provided to temporary or part-time employees | Benefits |
| 401-3 | Parental leave | Benefits |
| 403-2 | Types of injury and rates of injury, occupational diseases, lost days, absenteeism and number of work-related fatalities | Performance Report Appendix, Metrics summary |
| 404-1 | Average hours of training per year per employee | Performance Report Appendix, Metrics summary |
| 404-2 | Programs for upgrading employee skills and transition assistance programs | Performance Report, Empowered people, page 22 |
| 404-3 | Percentage of employees receiving regular performance and career development reviews | Performance Report, Empowered people, page 22 |
| 405-1 | Diversity of governance bodies and employees | Proxy Statement<br>Performance Report Appendix, Metrics summary |
| 405-2 | Ratio of basic salary and remuneration of women to men | Performance Report, Empowered people, page 22<br>Pay equity |

# Global Reporting Initiative index continued

| Indicator | Description | Response |
|---|---|---|
| 406-1 | Incidents of discrimination and corrective actions taken | Compliance and ethics |
| 407-1 | Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk | Human rights |
| 408-1 | Operations and suppliers at significant risk for incidence of child labor | Human rights |
| 409-1 | Operations and suppliers at significant risk for incidence of forced or compulsory labor | Human rights |
| 411-1 | Incidents of violations involving rights of Indigenous peoples | Human rights |
| 412-1 | Operations that have been subject to human rights reviews or impact assessments | Human rights |
| 412-2 | Employee training on human rights policies or procedures | Performance Report, Performance with integrity, page 45<br>Human rights |
| 413-1 | Operations with local community engagement, impact assessments and development programs | Performance Report, Working with our communities, page 32<br>Community engagement |
| 414-1 | New suppliers that were screened using social criteria | Performance Report, Performance with integrity, page 45 |
| 415-1 | Political contributions | Political contributions |
| 416-1 | Assessment of the health and safety impacts of product and service categories | Performance Report, Caring for our employees, page 31 |
| 416-2 | Incidents of non-compliance concerning the health and safety impacts of products and services | Performance Report, Caring for our employees, page 31 |
| 417-1 | Requirements for product and service information and labeling | Performance Report, Caring for our employees, page 31<br>Performance Report, Embedding product stewardship, page 42 |
| 419-1 | Non-compliance with laws and regulations in the social and economic area | Boston Scientific adheres to all compliance requirements; see compliance references throughout the Performance Report and BostonScientific.com |

# Sustainability Accounting Standards Board index

Sustainability Accounting Standards Board (SASB) is an independent standards-setting organization dedicated to improving the effectiveness and comparability of corporate disclosure on ESG factors. The following table summarizes how our existing reporting is guided by recommended disclosure topics and accounting metrics for the Medical Equipment & Supplies industry standard, and it includes references to our 2024 Performance Report, 2024 Annual Report on Form 10-K and other documents available on **BostonScientific.com**.

| Topic | Accounting Metric | Code | Response |
|---|---|---|---|
| Affordability & Pricing | Ratio of weighted average rate of net price increases (for all products) to the annual increase in the U.S. Consumer Price Index | HC-MS-240a.1 | Not currently disclosed |
| | Description of how price information for each product is disclosed to customers or to their agents | HC-MS-240a.2 | Form 10-K, Item 1. Healthcare Policies and Reimbursement, page 10 |
| Product Safety | Number of recalls issued, total units recalled | HC-MS-250a.1 | U.S. FDA Class I Recalls: 5<br>U.S. FDA Class II Recalls: 12<br>Total units recalled: 2,565,272 |
| | List of products listed in the FDA's MedWatch Safety Alerts for Human Medical Products database | HC-MS-250a.2 | FDA's MedWatch Safety Alerts for Human Medical Products database |
| | Number of fatalities related to products as reported in the FDA Manufacturer and User Facility Device Experience | HC-MS-250a.3 | FDA Manufacturer and User Facility Device Experience (MAUDE) database |
| | Number of FDA enforcement actions taken in response to violations of current Good Manufacturing Practices (cGMP), by type | HC-MS-250a.4 | 0 in 2024 |
| Ethical Marketing | Total amount of monetary losses as a result of legal proceedings associated with false marketing claims | HC-MS-270a.1 | $0 in 2024 |
| | Description of code of ethics governing promotion of off-label use of products | HC-MS-270a.2 | Code of Conduct, page 33<br>Performance Report, Performance with integrity, page 45 |
| Product Design & Lifecycle Management | Discussion of process to assess and manage environmental and human health considerations associated with chemicals in products and meet demand for sustainable products | HC-MS-410a.1 | The company's commitment to innovation and patient health extends beyond the surgical suite by managing the environmental and human health impact of chemicals in our products through design, manufacture and use. Our design and supplier management processes assess and manage relevant environmental and chemical requirements. We work with our suppliers to ensure material compliance of all purchased goods and components, allowing us to make responsible material and chemical choices for the design and manufacture of our products.<br>Performance Report, Embedding product stewardship, page 42 |
| | Total amount of products accepted for take-back and reused, recycled or donated, broken down by: (1) devices and equipment (2) supplies | HC-MS-410a.2 | For approved products 44% of the total device weight we have diverted took place in 2024 alone thanks to customer participation in our take-away program.<br>Performance Report, Embedding product stewardship, page 42 |

# Sustainability Accounting Standards Board index continued

| Topic | Accounting Metric | Code | Response |
|---|---|---|---|
| Supply Chain Management | Percentage of (1) entity's facilities and (2) Tier I suppliers' facilities participating in third-party audit programs for manufacturing and product quality | HC-MS-430a.1 | All Boston Scientific medical device manufacturing facilities are audited by external regulators or applicable authorities. A majority of our direct suppliers are ISO certified (for example, ISO 9001 or ISO 13485), as applicable, and demonstrate compliance and quality through certification audits.<br>Form 10-K, Item 1. Medical Device Regulatory Approvals, page 9 |
| | Description of efforts to maintain traceability within the distribution chain | HC-MS-430a.2 | Boston Scientific maintains traceability within the manufacturing and distribution chain through either serial or batch control of finished products.<br>We:<br>• Leverage product identification technologies, such as barcoding identification to track the information of products<br>• Utilize enterprise resource planning (ERP) solutions to support identification and control of products once they leave manufacturing site, including supporting specific patient tracking if required. Our ERP solutions ensure compliance with regularity, quality and customs control requirements |
| | Description of the management of risks associated with the use of critical materials | HC-MS-430a.3 | Form 10-K, Item 1. Manufacturing and Raw Materials, page 8<br>Performance Report, Performance with integrity, page 45 |
| Business Ethics | Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption | HC-MS-510a.1 | $0 in 2024 |
| | Description of code of ethics governing interactions with healthcare professionals | HC-MS-510a.2 | Code of Conduct, page 27<br>Performance Report, Performance with integrity, page 45 |

| Activity Metrics | Code | Response |
|---|---|---|
| Number of units sold by product category | HC-MS-000.A | Not currently disclosed |

# Task Force on Climate-related Financial Disclosures index

The Financial Stability Board's Task Force on Climate-related Financial Disclosures (TCFD) was established to help identify the information needed by stakeholders to appropriately assess and price climate-related risks and opportunities. The following table provides responses to key disclosures on climate change and includes references to our 2024 Performance Report, 2024 Annual Report on Form 10-K and other documents available on **BostonScientific.com**.

| Recommendation | Disclosure Alignment | Summary of current state |
|---|---|---|
| **Governance** | | |
| **Disclose the organization's governance around climate-related risks and opportunities.** | a. Describe the board's oversight of climate-related risks and opportunities. | • The Boston Scientific Board of Directors and its committees oversee management of environmental and climate-related risks and opportunities. The Board has delegated oversight of sustainability and environment initiatives to its Nominating and Governance Committee, which reviews climate-related issues at least annually, or more frequently as needed. The Board's Risk Committee has been delegated authority to oversee the company's business continuity and resiliency plans, including those related to climate risks. The Risk Committee receives updates on climate-related risk on an annual basis. The Audit Committee oversees climate risk disclosures. These meetings cover the strategy necessary to mitigate and adapt to climate change, as well as ensuring that the company's business plans will allow for such measures to take place. Climate-related risks, updates on targets, opportunities and strategy are escalated to the full Board as appropriate. Members of the Board have environmental, health, safety and sustainability, and risk competencies. |
| | b. Describe management's role in assessing and managing climate-related risks and opportunities. | • The CEO is responsible for progressing the Boston Scientific environmental sustainability goals with delegated support from several Executive Committee members, the vice president of corporate responsibility and subject matter experts. Additionally, the CEO has sustainability goals as a component of their individual performance objectives, which are set by the Board of Directors.<br>• In furtherance of our commitment to sustainability, our annual employee bonus program includes a modifier that is based on companywide progress toward corporate responsibility goals, which reinforce building value responsibly and sustainably. This includes reducing our environmental impact.<br>**Additional resources:**<br>Performance Report, Healthier planet, page 35<br>Proxy Statement |

# Task Force on Climate-related Financial Disclosures index continued

| Recommendation | Disclosure Alignment | Summary of current state |
|---|---|---|
| **Strategy** | | |
| **Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning where such information is material.** | a. Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term. | • The effects of global climate change present risks to our business. Natural disasters, extreme weather and other conditions caused by or related to climate change could adversely impact our supply chain, including manufacturing and distribution networks, the availability and cost of raw materials and components, energy supply, transportation, or other inputs necessary for the operation of our business. Climate change and natural disasters could also result in physical damage to our facilities as well as those of our suppliers, customers, and other business partners, which could cause disruption in our business and operations or increase costs to operate our business. Increased environmental regulation, including to address climate change, as well as new disclosure and reporting requirements in the U.S. and other jurisdictions, including with respect to climate change and carbon emissions, may result in increases in our or our suppliers' compliance burdens and costs to operate our business, or restrict certain aspects of our activities. The extent and severity of climate change impacts are unknown, and therefore, the scope of potential impact on our business may be difficult to predict and it may be difficult to adequately prepare.<br>• In recent years, there has been an increased focus from certain investors, customers, employees, regulators and other stakeholders globally concerning corporate responsibility and sustainability matters. From time to time, we announce certain initiatives, including goals, regarding our focus areas, which include environmental matters, including carbon emissions and renewable energy goals, and responsible sourcing. We may fail, or be perceived to fail, in our achievement of such initiatives or goals or we could fail in accurately reporting our progress on such initiatives and goals. Such failures could be due to changes in our business. Moreover, the standards by which corporate responsibility and sustainability efforts and related matters are measured are developing and evolving, and certain areas are subject to assumptions that could change over time. In addition, we could be criticized for the scope of such initiatives or goals or perceived as not acting responsibly in connection with these matters. Any such matters, or related corporate responsibility and sustainability matters, could have a material adverse impact on our future results of operations, financial condition and cash flows.<br>• To help mitigate future business exposure to the effects of climate change, Boston Scientific partnered with leading climate change experts to formally integrate climate risk exposure assessments into our strategic planning process and annual operating plans to help inform our facilities and global supply chain network investments.<br>• Leveraging this partnership, the company also conducted a detailed climate-related scenario analysis in 2022, which covered SSP1-2.6, SSP2-4.5 and SSP5-8.5 for the 2030 and 2050 time horizons across all key facilities. We continue to assess and evaluate.<br>• The output from the climate-related scenario analysis showed no material risks. The primary risk over the long term is extreme temperatures.<br>• The company also conducted an annual country-level climate transition risk analysis for the countries where Boston Scientific has key facilities, which we continue to assess and evaluate. |
| | b. Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning. | |
| | c. Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario. | |

# Task Force on Climate-related Financial Disclosures index continued

| Recommendation | Disclosure Alignment | Summary of current state |
|---|---|---|
| **Risk management** | | |
| **Disclose how the organization identifies, assesses, and manages climate-related risks.** | a. Describe the organization's processes for identifying and assessing climate-related risks. | • Climate change risk is incorporated and managed as part of the Boston Scientific enterprise risk management (ERM) process. Climate change risks include transitional and physical risks.<br>• The Boston Scientific ERM framework is considered as a part of the company's strategic decision-making process. The Board of Directors receives regular enterprise risk management updates, participates in the ERM process and receives a presentation of the results annually.<br>• Climate risk is further managed by the Risk and Resiliency Center of Excellence that has mapped 100 risks including climate change for each of the company's products in order to identify and mitigate inherent risks across our value chain (including Tier 1 suppliers).<br>• We also partner with outside climate change experts to integrate climate risk assessments and scenario analysis into strategic planning.<br>• We incorporate climate risk into our modeling, planning and financial disclosures, and use risk management software to identify and monitor climate change impacts. Our resilience experts work across the business to engage functional partners, including our Real Estate team, to make climate risk part of our strategic planning.<br>**Additional resources:**<br>Performance Report, Healthier planet, page 35<br>Performance Report, Performance with integrity, page 45 |
| | b. Describe the organization's processes for managing climate-related risks. | |
| | c. Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management. | |
| **Metrics and targets** | | |
| **Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.** | a. Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process. | To monitor and manage its progress, Boston Scientific has set the following targets:<br>• By 2030: Achieve carbon neutrality across all key manufacturing and distribution sites (scopes 1 and 2).<br>• By 2050: Reach net-zero GHG emissions across the entire value chain (scopes 1, 2, and 3).<br>• In 2022, our science-based net-zero target and near- and long-term emission reduction targets were approved by the Science Based Targets initiative (SBTi).<br>• Aligned with our submission to SBTi, we calculated our scopes 1, 2 and 3 emissions following the GHG Protocol, as disclosed in our assessment on the CDP platform.<br>• We use and disclose a wide range of climate-related metrics and report to CDP (2024 score: B).<br>**Additional resources:**<br>Performance Report, Healthier planet, page 35<br>Performance Report Appendix, Metrics summary |
| | b. Disclose scope 1, scope 2 and, if appropriate, scope 3 greenhouse gas (GHG) emissions and the related risks. | |
| | c. Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets. | |

# United Nations Sustainable Development Goals

The United Nations Sustainable Development Goals (SDGs) are a set of 17 global goals with the aim to end poverty, fight inequality and injustice, and tackle climate change by 2030. The following table summarizes how our reporting aligns with the SDGs.

▶ *More information on our priorities can also be found in **Acting on our corporate responsibility**.*

## Our alignment with the SDGs

| | |
|---|---|
| **Innovative care** | 3 GOOD HEALTH AND WELL-BEING; 4 QUALITY EDUCATION; 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE; 12 RESPONSIBLE CONSUMPTION AND PRODUCTION |
| **Empowered people** | 5 GENDER EQUALITY; 8 DECENT WORK AND ECONOMIC GROWTH; 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE; 16 PEACE, JUSTICE AND STRONG INSTITUTIONS |
| **Healthier planet** | 7 AFFORDABLE AND CLEAN ENERGY; 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE; 10 REDUCED INEQUALITIES; 12 RESPONSIBLE CONSUMPTION AND PRODUCTION; 13 CLIMATE ACTION; 16 PEACE, JUSTICE AND STRONG INSTITUTIONS |
| **Performance with integrity** | 5 GENDER EQUALITY; 8 DECENT WORK AND ECONOMIC GROWTH; 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE; 10 REDUCED INEQUALITIES; 12 RESPONSIBLE CONSUMPTION AND PRODUCTION; 16 PEACE, JUSTICE AND STRONG INSTITUTIONS |

# Key manufacturing and distribution sites

Our goal to be carbon neutral by 2030 and interim targets are key milestones to reach net-zero GHG emissions by 2050. The 2030 carbon neutrality goal covers scopes 1 and 2 GHG emissions at these key manufacturing and distribution sites. The listed sites reflect our locations as of December 31, 2024.


## United States

**Alpharetta**, Georgia
**Arden Hills**, Minnesota
**Coventry**, Rhode Island
**Maple Grove**, Minnesota
**Marlborough**, Massachusetts
**Quincy**, Massachusetts
**Spencer**, Indiana
**Valencia**, California


## Latin America and Canada

**Belo Horizonte**, Brazil
**Coyol**, Costa Rica
**Dorado**, Puerto Rico
**Heredia**, Costa Rica


## Europe, Middle East and Africa

**Clonmel**, Ireland
**Cork**, Ireland
**Kerkrade**, The Netherlands
**Galway**, Ireland
**Yokneam Illit**, Israel


## Asia-Pacific

**Penang**, Malaysia

# Cautionary Statement Regarding Forward-Looking Statements

This report contains forward-looking statements within the meaning of Section 27A of the Securities Act of 1933 and Section 21E of the Securities Exchange Act of 1934. Forward-looking statements may be identified by words like “anticipate,” “expect,” “project,” “believe,” “plan,” “may,” “estimate,” “intend”, “will” and similar words. These forward-looking statements are based on our beliefs, assumptions and estimates using information available to us at the time and are not intended to be guarantees of future events or performance. These forward-looking statements include, among other things, statements regarding our financial and operating performance; our business and corporate responsibility plans and initiatives, performance and goals, including our environmental targets; clinical trials; and product launches, performance and impact. If our underlying assumptions turn out to be incorrect, or if certain risks or uncertainties materialize, actual results could vary materially from the expectations and projections expressed or implied by our forward-looking statements. These factors, in some cases, have affected and in the future (together with other factors) could affect our ability to implement our business strategy and may cause actual results to differ materially from those contemplated by the statements expressed in this report. As a result, readers are cautioned not to place undue reliance on any of our forward-looking statements.

Risks and uncertainties that may cause such differences include, among other things: economic conditions, including the impact of foreign currency fluctuations; future U.S. and global political, competitive, reimbursement and regulatory conditions, including changing trade and tariff policies; geopolitical events; manufacturing, distribution and supply chain disruptions and cost increases; disruptions caused by cybersecurity events; disruptions caused by public health emergencies or extreme weather or other climate change-related events; labor shortages and increases in labor costs; variations in outcomes of ongoing and future clinical trials and market studies; new product introductions; expected procedural volumes; the closing and integration of acquisitions; demographic trends; intellectual property; litigation; financial market conditions; the execution and effect of our business strategy, including our cost-savings and growth initiatives; and future business decisions made by us and our competitors. New risks and uncertainties may arise from time to time and are difficult to predict accurately and many of them are beyond our control. For a further list and description of these and other important risks and uncertainties that may affect our future operations, see Part I, Item 1A — Risk Factors in our most recent Annual Report on Form 10-K filed with the Securities and Exchange Commission, which we may update in Part II, Item 1A — Risk Factors in Quarterly Reports on Form 10-Q we have filed or will file hereafter. We disclaim any intention or obligation to publicly update or revise any forward-looking statements to reflect any change in our expectations or in events, conditions or circumstances on which those expectations may be based, or that may affect the likelihood that actual results will differ from those contained in the forward-looking statements, except as required by law. This cautionary statement is applicable to all forward-looking statements contained in this report.



# Footnotes

1 Represents GAAP R&D expense per Annual Report on Form 10-K.

2 Inclusive of key manufacturing and distribution sites only. Refer to page 76 for more information on sites.

3 Includes renewable electricity generated onsite (e.g., solar) and purchased electricity matched with electricity attributed to renewable sources via energy attribute certificates (EACs) purchased through the open market, purchased through an energy service provider, or associated with virtual Power Purchase Agreements.

4 Noubiap, J. J., Tang, J. J., Teraoka, J. T., Dewland, T. A., & Marcus, G. M. (2024). Minimum National Prevalence of Diagnosed Atrial Fibrillation Inferred From California Acute Care Facilities. Journal of the American College of Cardiology, 84(16), 1501–1508. https://www.jacc.org/doi/10.1016/j.jacc.2024.07.014

5 Figure from 2023 results. Analysis is completed every other year.

6 Percentage of all Boston Scientific real estate (including commercial, leased and owned) that is independently certified for energy efficiency by industry-leading bodies such as LEED for design or ISO 50001:2018 for building operations.

7 Excludes direct labor.

8 Represents GAAP R&D expense as a percentage of GAAP net sales per Annual Report on Form 10-K.

9 Currently in development; not yet available for sale.

10 Boehmer, J. P., Hariharan, R., Devecchi, F. G., Smith, A. L., Molon, G., Capucci, A., An, Q., Averina, V., Stolen, C. M., Thakur, P. H., Thompson, J. A., Wariar, R., Zhang, Y., & Singh, J. P. (2017). A Multisensor Algorithm Predicts Heart Failure Events in Patients With Implanted Devices: Results From the MultiSENSE Study. JACC. Heart failure, 5(3), 216–225. https://www.jacc.org/doi/10.1016/j.jchf.2016.12.011

11 This is an aggregate score representing our culture index. Culture index questions included in the 2024 pulse survey are a subset of the culture index questions asked in the full engagement survey conducted during alternating years.

12 Contributions include employee donations and Boston Scientific match.

13 Scope 1 emissions are direct emissions from owned or controlled sources. Scope 2 emissions are indirect emissions from the generation of purchased energy. Scope 3 emissions are all indirect emissions (not included in scope 2) that occur in the value chain of the reporting company, including both upstream and downstream emissions.

14 Trajectory to net-zero emissions defined by science-based targets to reach net-zero greenhouse gas emissions across the value chain by 2050 from a 2019 base year.

15 Boston Scientific has a goal to reduce scope 3 GHG emissions intensity from Purchased Goods & Services, Capital Goods, Fuel & Energy-Related Activities, Upstream Transportation & Distribution, and Business Travel by 55% per USD value added by 2030 from a 2019 base year. Our GHG emissions intensity is calculated as units of carbon equivalent emitted per unit of gross profit.

16 **Scope 1 emissions** are calculated in accordance with the GHG Protocol and include emissions from the generation of electricity, heat or steam on-site (e.g., use of Diesel for emergency generators, LPG for cooking equipment, and natural gas for heating), transportation of employees (e.g., car fleet, corporate jets), and fugitive emissions (e.g., refrigerant leaks, chemicals used in manufacturing processes, and owned wastewater treatment plant).

Certain data limitations exist limiting our ability to evaluate and quantify fugitive emissions (e.g., chemicals used in the manufacturing process and owned wastewater treatment plants). Our 2024 GHG emissions reporting includes fugitive emissions from chemicals used in the manufacturing process for two sites. We are actively working to address these data limitations to quantify and evaluate emissions across the remainder of our operations for future reporting.

Emissions data are derived from activity data obtained from invoices, internal or vendor reports, and meter data when available. When actual data are not accessible, emissions are estimated using suitable alternatives (e.g., emissions from real estate energy consumption are calculated using facility square footage and energy intensity factors by facility type as developed by Boston Scientific based on available internal data; emissions from mobile combustion are estimated in various ways using data available internally and from third-party vendors).

Boston Scientific calculates scope 1 emissions using emissions factors from the 2025 U.S. Environmental Protection Agency (EPA) Center for Corporate Climate Leadership GHG Emission Factors for Greenhouse Gas Inventories and the 2024 United Kingdom Department for Environmental, Food & Rural Affairs (DEFRA) Greenhouse Gas Conversion Factors for Company Reporting. The global warming potentials (GWPs) for each of the greenhouse gases are sourced from the Intergovernmental Panel on Climate Change (IPCC) Sixth Assessment Report. For emissions factors that include the full $CO_2e$ conversion embedded in the factor, Boston Scientific uses the default GWPs from those sources.

17 **Scope 2 location-based emissions** are calculated in accordance with the GHG Protocol and include emissions from purchased electricity, power purchase agreements for on-site solar photovoltaic systems installed at some locations, and owned on-site solar systems, all of which power our operations.

Emissions data is based on actual metered or invoiced figures when available. If actual data is unavailable, emissions are estimated using facility square footage and energy intensity factors by facility type, developed by Boston Scientific based on internal data.

When calculating scope 2 location-based emissions, Boston Scientific applies regional or subnational emission factors where available (e.g., EPA eGRID 2023). If these are not available, national production emission factors are used (e.g., 2023 Emission Factors from the Instituto Metereológico de Costa Rica, European Environment Agency 2024, etc.). If neither is available, other reputable and industry-accepted sources, such as the International Energy Agency (IEA), are utilized. All three options for emission factors follow the criteria and prioritization from the GHG Protocol. The global warming potentials (GWPs) for each of the greenhouse gases are sourced from the Intergovernmental Panel on Climate Change (IPCC) Sixth Assessment Report. For emissions factors that include the full $CO_2e$ conversion embedded in the factor, Boston Scientific uses the default GWPs from those sources.

**Scope 2 market-based emissions** are calculated in accordance with the GHG Protocol and include emissions from scope 2 location-based emissions, net of reductions achieved through contractual instruments. Boston Scientific calculates scope 2 market-based emissions by utilizing various environmental attributes from Environmental Attribute Certificates (EACs) purchased on the open market, through an energy service provider, or associated with virtual power purchase agreements (VPPAs) to match against underlying energy consumption. The remaining energy consumption is converted to carbon dioxide equivalent ($CO_2e$) emissions by applying residual mix factors where available (e.g., European Residual Mix 2023 from the Association Issuing Bodies, Green-e® Residual Mix Emission Rates 2024 (2022 Data), etc.). When residual mix emissions factors are not available, the emissions factors used for location-based calculations are applied. The global warming potentials (GWPs) for each of the greenhouse gases are sourced from the Intergovernmental Panel on Climate Change (IPCC) Sixth Assessment Report. For emissions factors that include the full $CO_2e$ conversion embedded within the factor, Boston Scientific uses the default GWPs from those sources.

# Footnotes continued

18 Intensity is measured by the quantity of scopes 1 and 2 (market-based) GHG emissions ($tCO_2e$) emitted per unit output or activity (revenue in million USD).

19 Intensity is measured by the quantity of energy (MWh) required per unit output or activity (revenue in million USD).

20 Achievement based on a comparison of invoiced electricity consumption from May to December 2024 to the same period in 2023. The comparison excludes the period of January to April of each year due to increased electricity consumption as a result of non-business as usual activities (e.g., renovations and other facility construction projects).

21 We identified the 80% using a spend-based carbon methodology.

22 Claim is based on the assumption that customers dispose of products via landfill if not for the takeaway program. Boston Scientific does not have complete visibility into customer waste disposal behaviors outside of the takeaway program.

23 Applicable where regulations allow widespread use of electronic instructions for use.

24 Case studies were conducted throughout 2024 based on readiness to launch a project and were based on forecasted sales volumes at a point in time. Case studies estimated the impact for the next 12 months based on the available forecasts.

25 The case study was conducted in March 2024 based on 12 months of forecasted sales volumes from February 2024 to February 2025. The paper reduction for WOLVERINE™ is also captured in the Cardiology case study results in the preceding section.

26 Throughout this report, we use the Global Reporting Initiative Standards definition of materiality in order to identify and prioritize corporate responsibility topics for the company. This standard is different from the definition and concept of materiality within the securities laws that we use to assess, among other things, required disclosure in Securities and Exchange Commission filings. corporate responsibility topics identified as "material" for purposes of this report may not be considered material to the company as a whole, including for SEC reporting purposes.

27 Executive officers: includes all executive officers listed in the Annual Report.

28 Executive Committee: includes all Executive Committee members as of December 31 of that calendar year.

29 Top management: The previously reported "Senior leadership" and "Mid-level leadership" categories have been combined to form a new "Top management" category. This category includes managers, principals, senior managers, fellows, associate directors, directors, senior directors, associate senior fellows, senior fellows, corporate fellows, vice president and above.

30 Gender: includes all employees globally where gender is self-identified as male or female. In accordance with historical methodologies, employees identifying as "undeclared" or "unknown" are not included.

31 Multicultural talent: in the U.S., including Puerto Rico, defined as African American/Black, Asian, Hispanic/Latino, American Indian/Alaska Native, Native Hawaiian/Other Pacific Islander and two or more races. Excludes any employees who choose not to self-identify.

32 Reflects Equal Employment Opportunity (EEO) race/ethnicity categories.

33 Pay equity analysis completed every other year.

34 Inclusive of global indirect labor employees only.

35 This includes donations to Health Care Providers (HCP) and non-HCP charitable organizations and does not include any medical grant, research grant or fellowship funding.

36 Data includes community engagement, sales charitable contributions committee costs and foundation consultant fees.

37 Environmental impact metrics coverage includes key manufacturing and distribution sites only, which represent approximately 66% of all employees in 2024.

38 Represents GAAP net sales per Annual Report on Form 10-K.

39 Approximately 92% of reported scope 1 and 2 location-based $CO_2e$ emissions (full company scope) and 96% of reported scope 1 and 2 market-based $CO_2e$ emissions (full company scope) are from $CO_2$. Emissions from $CH_4$, $N_2O$, HFCs, PFCs and $SF_6$ are immaterial, therefore Boston Scientific has elected to not report GHG emissions separately by reference gas.

40 Reporting boundary includes Boston Scientific Corporation and its consolidated subsidiaries (Boston Scientific). Boston Scientific utilizes the operational control consolidation approach, as defined by the Greenhouse Gas (GHG) Protocol: A Corporate Accounting and Reporting Standard (Revised Edition) and the GHG Protocol Scope 2 Guidance (an amendment to the GHG Protocol Corporate Accounting and Reporting Standard), published by the World Resources Institute (WRI) and the World Business Council for Sustainable Development (WBCSD) (collectively, the GHG Protocol). Boston Scientific defines operational control as having the authority to introduce, influence or implement operational policies over an individual location or asset.

41 Data prior to 2023 has been restated in our 2023 Performance Report.

42 Without the approval of the Nominating and Governance Committee, no director may sit on more than four public company boards (including the company's Board). For more information, please review our Corporate Governance Guidelines.

43 Total number of shares outstanding as listed on the cover page of the applicable Annual Report on Form 10-K.

44 Compensation is calculated in accordance with Item 402 of Reg S-K.