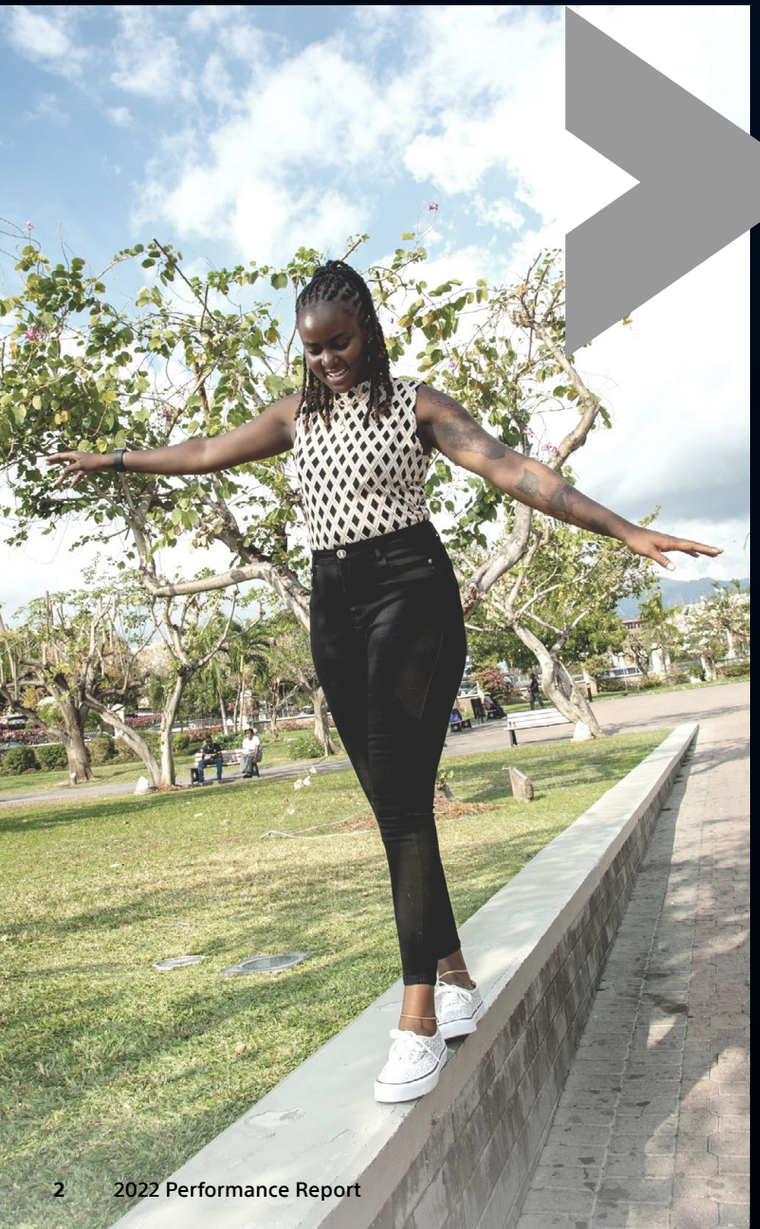
Boston Scientific
Advancing science for life™

Advancing Science for Life

2022 Performance Report



Introduction

Boston Scientific is dedicated to transforming lives through innovative medical solutions that improve the health of patients around the world.

In this section:

The heart of Kingston

Abi-Gaye Smythe is in constant motion, whether on the job reporting local news, at the gym working out or busy promoting awareness of heart disease.

Now in her thirties, the powerhouse from Kingston, Jamaica struggled with cardiac symptoms as a child and was eventually diagnosed with arrhythmogenic right ventricular dysplasia (ARVD). The rare condition, which claimed her mother's life at age 39, can lead to sudden, early death.

Abi-Gaye was determined to find a solution to her condition. After years of debilitating symptoms and multiple tests, her doctors recommended a small, thin implantable cardioverter defibrillator (ICD) developed by Boston Scientific. Since her last surgery to implant the DYNAGEN™ MINI ICD, Abi-Gaye has been facing down her old fears of dying young.

"This is my baby," she says, pointing to the spot where her device, which detects and stops irregular heartbeats, is implanted. "It's given me a second chance at life, and I'm making the most of it."

Now, instead of spending her time in and out of hospitals, Abi-Gaye raises awareness of the importance of heart health. She also organizes blood drives and partners with non-profit organizations to arrange life-saving heart surgeries for patients in underserved communities in Jamaica. "My mother would want me to do all of this," Abi-Gaye says. "I'm stronger in every way, and I feel like I can do anything."

We couldn't agree more. Abi-Gaye is all heart, and it is our privilege to be a part of her story.

> "It's given me a second chance at life, and I'm making the most of it."
>
> **Abi-Gaye Smythe**
> Boston Scientific patient

Regular check-ups with her doctor keep Abi-Gaye on track for continued progress and health.

Abi-Gaye's determination and resilience, as well as the ICD device, have allowed her to not only live a normal life, but thrive.

Abi-Gaye dedicates herself to raising heart health awareness in Jamaica, including organizing blood drives.

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 2022 Performance Report and appendix are as of, or for the year ended, December 31, 2022, 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 2022 Annual Report.

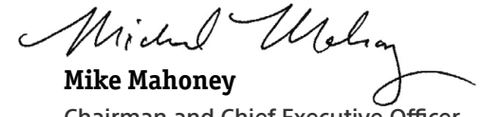
"At Boston Scientific, our commitment is a result of a values-driven culture that aims to create a brighter and healthier future for patients, communities and our planet."

A message from our Chairman and Chief Executive Officer

At Boston Scientific, our purpose is advancing science for life — a purpose shared by our more than 45,000 employees around the world. This commitment is a result of a values-driven culture that aims to create a brighter and healthier future for patients, communities and our planet.

Our 2022 environmental, social and governance results demonstrate high performance across our company. Our global teams navigated supply chain disruption, expanded our digital and operational capabilities, and fueled our pipeline by investing more than 10% of our sales into research and development.[1] We took action to address inequities in the workplace, communities and health care systems. Because a healthier planet leads to healthier people, we made steady progress toward our 2030 commitment for carbon neutrality[2] and received approval of our science-based emission reduction targets that will help guide our path to net-zero greenhouse gas emissions across our entire value chain by 2050. Most importantly, we worked together to help improve the lives of more than 33 million patients around the world.

We have much more to do and will always raise the bar to hold ourselves accountable for progress. I know the culture we have built will continue to serve us well as we work together to transform lives around the world through innovative medical solutions.



Mike Mahoney
Chairman and Chief Executive Officer,
Boston Scientific

[1] Represents GAAP R&D expense as a percent of GAAP net sales per 2022 Annual Report on Form 10-K.
[2] Inclusive of all manufacturing and key distribution sites only (scopes 1 and 2).

Our work is guided by core values that define the Boston Scientific culture and empower our employees.

Caring

We act with integrity and compassion to support patients, customers, our communities and each other.

High performance

We strive for high performance to benefit our patients, clinicians and shareholders.

Diversity

We embrace diversity and value the unique talents, ideas and experiences of our employees.

Meaningful innovation

We foster an environment of creativity to transform new ideas into breakthrough services and solutions that create value for patients, customers and employees.

Global collaboration

We work collaboratively to pursue global opportunities that extend the reach of our medical solutions.

Winning spirit

We adapt to change and act with speed, agility and accountability to further improve patient care.

Boston Scientific: 2022 at a glance

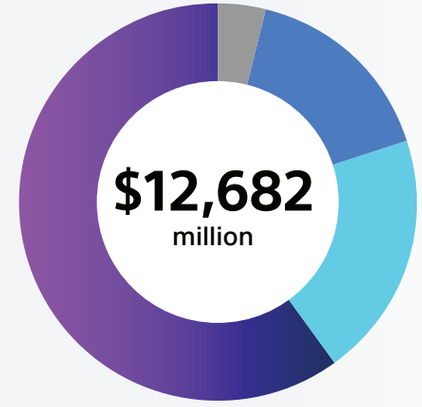
Boston Scientific transforms lives through innovative medical solutions that improve the health of patients around the world. As a global medical technology leader for more than 40 years, we advance science for life by providing a broad range of high-performance solutions that address unmet patient needs and reduce the cost of health care.

To learn more about our category leadership strategy and growth opportunities, visit our Investor Relations website.

2022 net sales by region

(dollars in millions)

U.S.	$7,632
EMEA (Europe, Middle East and Africa)	$2,526
APAC (Asia-Pacific)	$2,116
LACA (Latin America and Canada)	$469
	$12,742
Other[1]	(60)
Net Sales	**$12,682**



[1] Reflects sales reserves established for Italian government payback provisions not allocated to reportable segments.

2022 net sales by business[2]

(dollars in millions)

Cardiovascular

Cardiology — $5,932

- Cardiac Rhythm Management

- Electrophysiology

- Interventional Cardiology Therapies

- Watchman

Peripheral Interventions — $1,899

MedSurg

Endoscopy — $2,221

Urology — $1,773

Neuromodulation — $917

[2] In the first quarter of 2022, we reorganized our operational structure and have aggregated our core businesses, each of which generate revenues from the sale of medical devices, into two reportable segments comprised of MedSurg and Cardiovascular. Within the Cardiovascular segment, the newly formed Cardiology division represents the combined former Rhythm Management and Interventional Cardiology businesses. We have revised prior period amounts to conform to the current year presentation.

Our ESG strategy and priorities

Just as we believe in advancing science to change lives, we know our work in health care comes with a responsibility to create positive change in the world around us. This commitment requires environmental, social and governance (ESG) practices that reflect our values and make a difference in measurable ways.

The Boston Scientific approach to ESG is aligned with the United Nations Sustainable Development Goals (SDGs), and we prioritize material topics that enable us to have the greatest impact in the 130 countries where we operate.

The employees of Boston Scientific are the collective force behind our commitment to advance ESG and deliver meaningful results. This includes subject matter experts and key advisors from across the business who work closely with our ESG team to determine how we measure and share progress. The vice president of ESG leads our global ESG vision and strategy and reports to the chair of the ESG Executive Steering Committee, composed of nine Executive Committee members. The vice president of ESG regularly updates our Board of Directors and its Nominating and Governance Committee, which oversee the company's ESG initiatives.

A message from Meghan Scanlon, senior vice president and president, Urology and chair, ESG Executive Steering Committee

This report details our most recent ESG advances and conveys our employees' deep commitment to these efforts. Our results demonstrate how ESG is embedded in our mindset, firmly rooted in our values and a critical driver of our business success.

Caring for human life has always been the common bond that connects our mission, business strategy and ESG priorities. We committed to the principles of ESG because it was the right thing to do, setting environmental targets nearly 15 years ago and establishing diversity as a core value with aspirational goals early on. Today, we have an executive ESG governance structure and a global vice president of ESG who leads our efforts as we continually aim higher. Our focus on this work is shared by our stakeholders, including customers, and we hold ourselves accountable to them by publicly reporting progress toward our objectives.

I look forward to working together to accelerate our advances in 2023 and beyond.

Linking compensation to ESG performance

The importance of our ESG efforts is reinforced by a companywide scorecard that is part of our annual employee bonus program and demonstrates our commitment to hold ourselves accountable to our goals in a measurable way. The ESG scorecard is weighted at 15% of our total bonus pool funding and equally divided among three ESG performance metrics.

ESG scorecard metrics

Performance metric category	2022 targets
Diversity, equity and inclusion (DE&I)	Increase representation of women in management roles globally and multicultural talent in management roles in the U.S., including Puerto Rico.
Employee engagement	Execute on 2022 enterprise action plans developed from results of 2021 Engagement Survey to drive future improvement, including reducing disparities, retaining talent and expanding enterprise change enablement resources.
Environmental	Progress against manufacturing and key distribution sites carbon neutrality goal, specifically: • Increase renewable energy (electricity) percentage. • Decrease carbon footprint.

To learn more about our targets and performance, please see the company's 2023 Proxy Statement.

Stakeholder engagement for ESG progress

Our ESG strategy, priorities and practices are informed by conversations with diverse stakeholders inside and outside the company — locally, nationally and globally. In our collaborations and other business relationships, we work with organizations that share our commitment to better understand and improve environmental, social and economic progress.

"With a strong tradition of our employees taking ownership to advance ESG throughout the company, I see us achieving new levels of progress year after year — always working together and always aiming higher to deliver impact. The opportunity to join Boston Scientific at this point in the company's trajectory is especially meaningful as we continue to engage and share our progress with our stakeholders."

Kathryn Unger
vice president, ESG

2022 highlights

Transforming care

33+ million
patients served

$1.3+ billion
invested in R&D[1]

Zero findings
resulting in action following 325+ external audit days

Investing in our people

80%
overall employee engagement score

42.6%
supervisor and manager roles held by women *(global)*

22.6%
supervisor and manager roles held by multicultural employees *(U.S./Puerto Rico)*

Accelerating possibilities

$67 million
donated to fund medical research, fellowships, education and charitable organizations globally

121,000+
women and people of color identified in health action plans to advance equitable care in underserved U.S. communities

Protecting the environment

76%
renewable electricity[2]

SBTi approval
net-zero and greenhouse gas emission reduction targets approved by the Science Based Targets initiative (SBTi)

Creating value responsibly

~37 million
products delivered in 2022

99%+
of all employees have completed Code of Conduct training

[1] Represents GAAP R&D expense per 2022 Annual Report on Form 10-K.
[2] Purchased electricity matched with electricity from renewable sources, inclusive of all manufacturing and key distribution sites only.

Awards and recognition

Catalyst Award
Premier recognition for advancing women and workplace equity

2022

Disability Equality Index (DEI)
Best Places to Work for Disability Inclusion

2016-2022

Dow Jones Sustainability Index North America
2020-2022

Fast Company
Best Workplaces for Innovators

2020, 2022

Forbes
Best Employers for Diversity

2018-2022

FORTUNE
World's Most Admired Companies

2016-2023

Human Rights Campaign (HRC)
Best Places to Work for LGBTQ+ Equality

2015-2022

JUST Capital and CNBC's
America's Most JUST Companies

2020-2022

Newsweek
America's Greatest Workplaces for Diversity

2022

Visit our website for more information on our recent awards and recognitions.

Transforming care

We take on the most complex challenges in health care. Inspired by patients and the promise of innovation, we shape science into solutions to help people live longer, better lives.

In this section:

- **Innovating to meet more patient needs**
- **Ensuring quality, health and safety**
- **Improving patient outcomes through digital solutions**

33+ million
patients served

$1.3+ billion
invested in R&D[1]

Zero findings
resulting in action following 325+ external audit days

[1] Represents GAAP R&D expense per 2022 Annual Report on Form 10-K.

Overview and 2022 highlights

With health care needs continuing to grow globally, making a difference for more people required our teams to challenge what was possible. Our people upheld rigorous quality processes, delivered market-leading solutions around the world and collaborated with early-stage innovators, partners in health equity and practitioners in the field to expand health care access. To further improve patient outcomes, we strengthened our digital platforms and solutions to enhance health care professional education and increased the use of remote patient monitoring.

2022 innovation results

33+ million
patients served

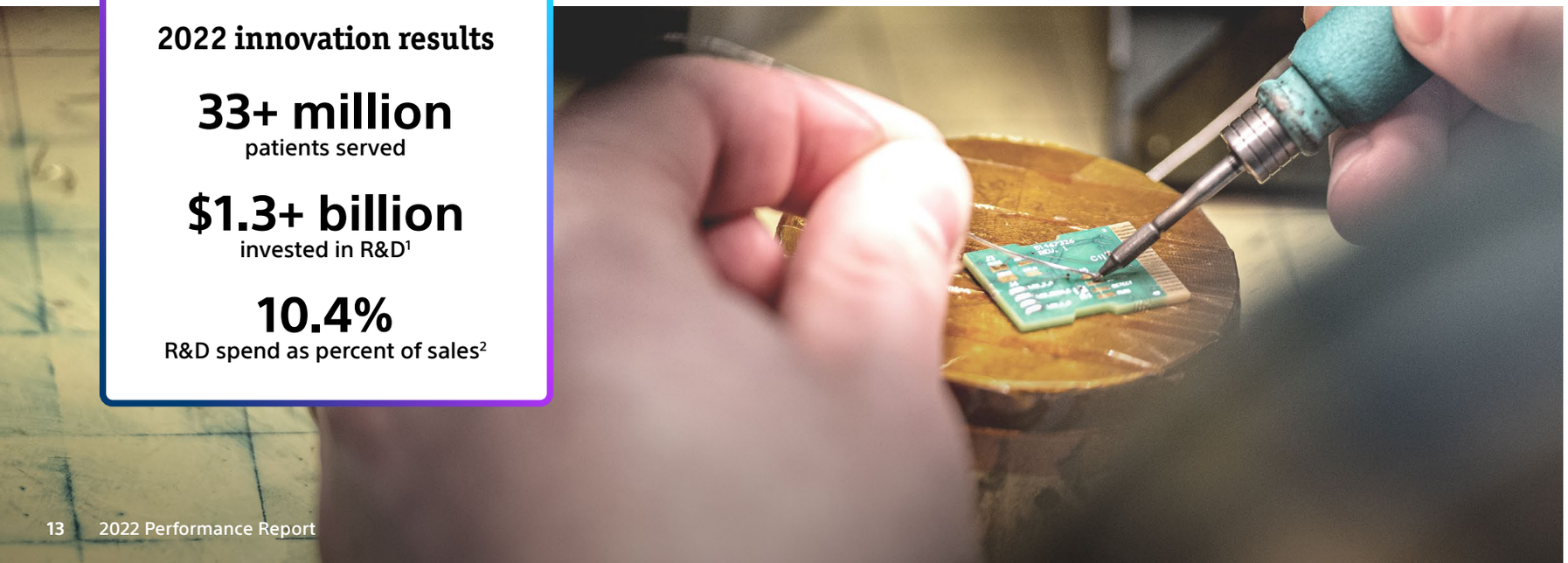
$1.3+ billion
invested in R&D[1]

10.4%
R&D spend as percent of sales[2]

Innovating to meet more patient needs

Our approach to innovation identifies new treatments for urgent health needs and enhancements that make our existing products even better. Boston Scientific teams excel in this work because for us, innovation is a mindset we share. Our best inventions come from the diverse perspectives of our people as they advance science to uncover potential solutions and then implement rigorous research and development (R&D). With our strong pace of innovation, 33% of total company net sales in 2022 came from products released over the past three years, inclusive of products new to Boston Scientific that were acquired through strategic acquisitions.

[1] Represents GAAP R&D expense per 2022 Annual Report on Form 10-K.
[2] Represents GAAP R&D expense as a percent of GAAP net sales per 2022 Annual Report on Form 10-K.



Policies and related links

How we approach quality

Why it matters

When patient outcomes improve because of our products, more providers turn to us for quality solutions. By finding new ways to enhance those innovations and expand access through digital advances, we help even more people lead healthier lives.

Research and development (R&D) to advance innovation

We design medical solutions by applying scientific rigor to our most promising ideas. Our product development approach addresses health care problems while adhering to stringent business, technical and quality standards. As we monitor product life cycles, our teams consider next-generation improvements as well as technologies that can help solve unmet clinical needs.

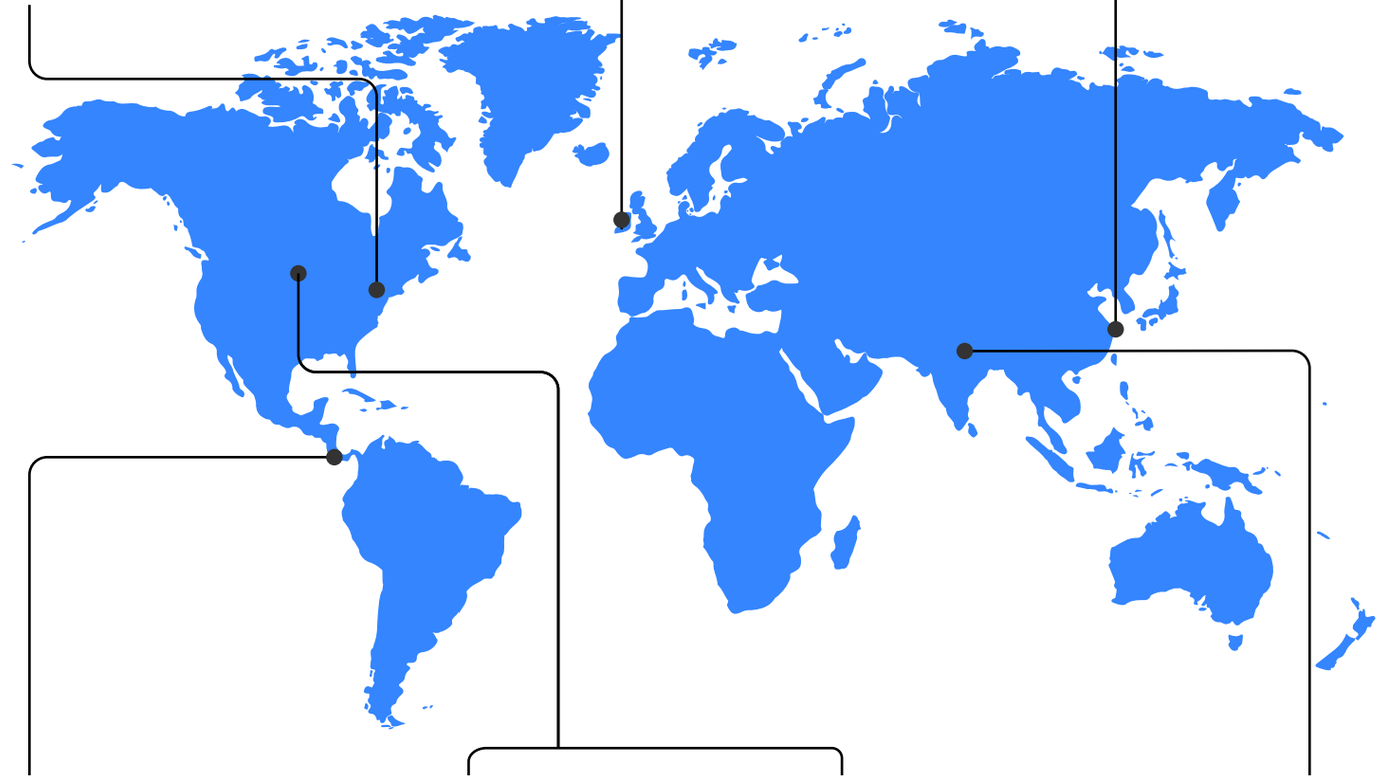
Boston Scientific has 10 R&D Centers of Excellence for new product development, which are located across the United States, the European Union, Costa Rica, India and China, and give the company's innovators a collaborative platform to investigate treatment approaches. In each center, engineers and scientists specialize in key areas of product performance to identify best practices and enhance patient care. A cross-divisional committee of senior leaders guides their work to ensure findings are shared across our full R&D pipeline. For example, in our battery design and manufacturing Center of Excellence, we design implantable batteries for neuromodulation and cardiac rhythm management devices. We manufacture these critical components internally to ensure quality and avoid supply issues.

R&D Centers of Excellence: Building capability for new product development

Marlborough, U.S.
- Biological innovation
- Computational analysis
- Direct visualization

Clonmel, Ireland
- Metal additive

Shanghai, China
- Electronic medical equipment



Heredia, Costa Rica
- Computational analysis

Maple Grove, U.S.
- Catheter material and design
- Nitinol product design
- Pharmaceutical sciences

Arden Hills, U.S.
- Battery design and manufacturing
- Computational analysis
- Electronic medical equipment

Gurugram, India
- Human factors and industrial design

Pre-clinical science and clinical trials

Science and comprehensive clinical processes underpin our advances. We conduct both in-vitro and in-vivo pre-clinical research and evaluations of a medical device throughout the development process. Our biological scientists work closely with the engineering teams to improve each product, ensuring safety and efficacy. Before proceeding to clinical trials, our team of toxicologists and biocompatibility scientists conduct highly regulated studies that generate critical safety data for submission to global regulatory bodies. After generating comprehensive safety and efficacy data in clinical trials, we publicly report the outcomes. This work incorporates the industry's highest safety and quality specifications, external regulatory requirements and our strict standards of ethics and excellence. We also monitor ongoing device safety and efficacy in post-market clinical trials.

It is critically important that clinical trials — and the researchers who lead them — reflect the patients helped by our technologies, especially people who have been historically underrepresented in medical studies. We continue to make progress with trial diversity through programs such as our ELEGANCE patient registry.

When we use new materials in medical devices, the U.S. Food and Drug Administration (FDA) and global regulatory bodies require that extensive evidence of efficacy and safety be demonstrated in animals before we proceed to human clinical trials. Boston Scientific is committed to the humane care and treatment of laboratory animals, and whenever it is feasible and scientifically valid, we use alternative testing. Our facilities meet all applicable laws and regulatory requirements, exceeding many regulatory standards. We are routinely audited by internal experts and government agencies, including the FDA, the U.S. Department of Agriculture, and the Association for Assessment and Accreditation of Laboratory Animal Care.

To read more about our clinical trial diversity, see Accelerating possibilities.

2022 clinical trial enrollment

80
active clinical trials with

17,000+
patients enrolled globally

Patient-focused investments and acquisitions

Innovation at Boston Scientific ranges from discovering new treatments to extending the reach of solutions that are making a significant difference in patients' quality of life. In a dynamic health care landscape, life-changing ideas can come from companies big and small. Through our venture portfolio and strategic acquisitions, we invest in early-stage and commercial companies to identify technologies that expand our ability to address complicated diseases and conditions.

Learn more about Boston Scientific acquisitions on our website.

FARAPULSE acquisition: Improving care with emerging technology

Millions of patients around the world are affected by atrial fibrillation (AF), a serious medical condition that requires treatment to prevent stroke. AF is often treated through a procedure called cardiac ablation, which uses heat or cold to destroy the heart tissue causing rapid and irregular heartbeats, but it can put surrounding tissue at risk. Our search for various technology led us to acquire Farapulse, a company we've been investing in since 2014. Farapulse makes an alternative treatment known as pulsed field ablation (PFA), which uses tissue-selective technology that allows physicians to block abnormal heartbeats with precision and reduce the risk of complications associated with conventional ablation procedures. Boston Scientific acquired Farapulse in 2021 and last year successfully completed enrollment for an investigational device exemption (IDE) clinical trial for the Farapulse™ PFA Systems[1] in the United States. The trial will compare the Farapulse™ PFA System with the standard-of-care ablation for the treatment of paroxysmal, or intermittent, AF.

"At Boston Scientific, we have a responsibility to patients and their providers to achieve the best possible outcomes in care. We are investing in emerging technology like PFA to do just that."

Kenneth Stein, MD
senior vice president and global chief medical officer

[1] CAUTION. Investigative device. The Farapulse Pulsed Field Ablation System is limited by U.S. law to investigative use only and not available for sale.

Joining forces for science and patients

Our patient-centered focus calls for constant collaboration. We work with academic institutions and other private and public organizations around the world to pursue emerging technologies and improve patient treatments and outcomes. In 2022, as a result of our collaboration with IBM Research, we presented data from two innovative, multi-site clinical studies on the individual experience of chronic pain, which applied artificial intelligence and other analytic techniques on biomarkers and data collected through daily questionnaires, smartwatches and physician feedback. By having access to actionable insights, physicians are enabled to intervene with more personalized treatment options for patients living with chronic pain.

We are a lead partner in the Israel-based MEDX Xelerator that targets vascular care innovations as well as in the Mayo Clinic Motion Medical accelerator, which focuses on minimally invasive treatment for conditions that impede quality and longevity of life. Boston Scientific is also a founding sponsor of the gBETA MedTech Accelerator for early-stage medical, biotech and diagnostic companies. Our product experts participated as mentors for gBETA's fall 2022 Black Founders program, which offered innovation grants and professional development opportunities to finalists.

Addressing health economics to improve patient access

If a health care provider believes their patient will benefit from a device or procedure, we want it to be accessible so the patient receives the care they need. Our Health Economics and Market Access (HEMA) team studies the economic factors associated with using our devices, then uses clinical outcomes and real-world data to demonstrate the value of our products. They share this evidence with health care payers and providers, advocating for payer policies that improve market access for patients.

Our HEMA team published 12 peer-reviewed health economics manuscripts and 27 peer-reviewed abstracts to contribute to the global evidence base for payers and other purchasing decision-makers. In addition, our HEMA specialists accomplished the following:

- **Access in Japan.** Received reimbursement approval from Japan's Central Social Insurance Medical Counsel for Rezūm™ Water Vapor Therapy, a minimally invasive treatment that aims to improve quality of life for patients with benign prostatic hyperplasia, providing access to the country's aging population.
- **Access in Saudi Arabia.** Secured funding for The Rezūm™ system through the first-ever MedTech industry health technology assessment in Saudi Arabia, potentially facilitating access for up to 3,500 additional patients.
- **Access in the U.S.** Utilized data from the IMPERIAL randomized controlled trial to complete a cost-effectiveness analysis showing that Eluvia™ Drug-Eluting Vascular Stent System is more effective and less costly for peripheral artery disease (PAD) treatment from a Medicare perspective than other treatments for PAD.
- **Access in India.** Negotiated coverage of peripheral intervention technologies to treat peripheral vascular disease under India's national public health insurance fund, which provides health care access to the country's most vulnerable families.

Ensuring quality, health and safety

Health care providers and their patients count on us to use life-changing science to develop medical devices they can trust. All Boston Scientific employees play a role in continually raising the bar for product quality and patient safety, and every manufacturing and distribution site relies on a shared set of metrics to ensure that the highest standards are met throughout our operations. This unified, patient-centric framework enables us to be vigilant and act swiftly in the rare event issues arise.

Delivering quality globally: Best[4]

We follow a global design process that includes a series of controls to ensure the safety and quality of our emerging technologies as well as our existing products. Our teams take a comprehensive approach that incorporates clinical needs, risk management and usability engineering. We assess the components and materials used in every device for quality, durability, availability, safety and efficacy — as well as to evaluate device performance in every phase of its life cycle. Throughout the product development process, our focus is always on the physicians who will use our products to provide care and on the patients who will benefit from them.

2022 recalls:

- Class I recalls: 0
- Class II recalls: 12

For more detail on Best[4], see how we approach quality.

Best[4] quality results

Metric	2022 Results	2023 Focus areas
Culture Establishing a preventative quality culture	18% of corrective and preventative actions (CAPAs) considered preventative	Continue to identify preventative CAPA opportunities Promote improved product performance through increased employee connection to patient experience
Agility Removing complexity, improving systems	$42 million savings through quality systems improvements	Identify savings through quality systems improvements Expand use of technology across quality processes, with focus on predictive analytics and preventive quality
Performance Driving continuous improvement in product performance, patient experience	Five year complaint rate trend: 36.5% overall reduction since 2018 97% effectiveness in CAPA metrics and 99% on-time CAPA approvals	Continuous reduction in overall complaint rate Maintain quality performance excellence
Compliance Adhering to Global Quality System compliance excellence and executing EU MDR Quality Management System (QMS)	Zero findings resulting in action following more than 325 external audit days	Continue implementation of EU MDR and product transitions to EU MDR requirements throughout 2023 Zero findings resulting in action

Improving patient outcomes through digital solutions

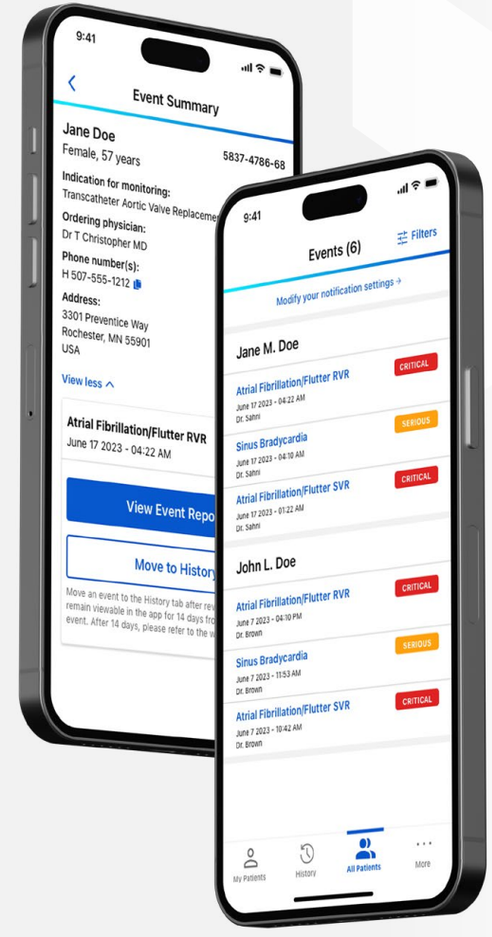
In 2022, we strengthened the digital infrastructure that supports our business and increased our use of digital solutions to improve patient outcomes. This work included expanding health care professionals education and engagement through remote platforms. Approximately 38,000 health care professionals in more than 130 countries accessed our growing EDUCARE platform for on-demand medical education, case studies, procedural videos and interactive training tools.

To collaborate with and serve providers, our teams continued to use remote technologies. We made increasing use of remote patient monitoring (RPM) to help physicians around the world observe the progression of chronic diseases. We also improved features of the MyLATITUDE™ Patient App, including an opt-in feature that allows patients and caregivers to share feedback about their experience with the app, so we can continue to improve it.

Preventice Physician Notifications: Digital solutions for critical care

Cardiovascular disease is the leading cause of mortality globally, accounting for nearly 17.9 million annual deaths and highlighting the need for early detection and cardiac management. Our teams developed Preventice Physician Notifications, a pilot-phase mobile app that enables physicians to access data from a device worn by patients at risk of cardiac arrhythmias. Through the app, clinicians can immediately review patient event data, intervene remotely and make critical care decisions, accelerating medical response time and reducing staff workload.

To read more about how we protect data and patient privacy, see Creating value responsibly.



Investing in our people

A shared sense of purpose unites our employees as we work to make a difference for patients around the world.

In this section:

- **Growing and engaging global talent**
- **Fostering a diverse, equitable and inclusive workplace**
- **Supporting our global workforce**

80%
overall employee engagement score

42.6%
supervisor and manager roles held by women *(global)*

22.6%
supervisor and manager roles held by multicultural employees *(U.S./Puerto Rico)*

Overview and 2022 highlights

Our more than 45,000 Boston Scientific employees support our reach to 130 countries and work as one team to take on health care's toughest challenges. Our capacity for innovation, coupled with a deep caring for human life, underpins everything we do. A clear focus on equity and inclusion fosters diverse perspectives, leading us to new and better solutions for patients. As our actions reinforced the company's core values and equitable opportunities for growth, we welcomed new talent to our business while advancing more of our people as innovators and leaders.

2022 growth and promotions

10,300+
new hires

75%
of open positions at director level and above filled from within

Growing and engaging global talent

Our global community is built around the talent and experience of our people. We listen to their ideas and aspirations, turning them into development opportunities that help our employees advance in their careers.

Read more on our approach to talent development.

Recruiting talent for now and the future

The way we approach talent attraction advances diversity and builds capabilities to fuel innovation. In 2022, we invested in technology to enhance our talent acquisition practices and initiated partnerships with specialized recruiting organizations in the United States, Ireland, India and other emerging markets to strengthen and expand access to diverse talent.

Boston Scientific global teams also strengthened collaborations with universities and professional organizations. In 2022, we worked with more than 80 colleges and universities around the world. In Japan, we added a new job information site to promote opportunities, enabling us to ramp up hiring for sales and other positions. In India, we collaborated with campus groups to connect with recent and future graduates qualified for roles in marketing, technology, finance and HR. In the United States, we expanded our program aimed at developing professional Black sales and early-career science, technology, engineering and math (STEM) talent through mentoring, career counseling, networking and internship opportunities that support a successful career in the medical device industry.

Policies and related links

Equal Employment Opportunity Policy

How we approach talent development

Environment, Health & Safety Policy

BenefitsConnect global benefits

Why it matters

We believe in the talent of our employees and invest in a culture rich in diversity, equity and inclusion (DE&I) that makes breakthroughs possible. The progress we achieve together leads to promising careers, healthier patient lives, a strong business for our stakeholders and greater impact in our communities.

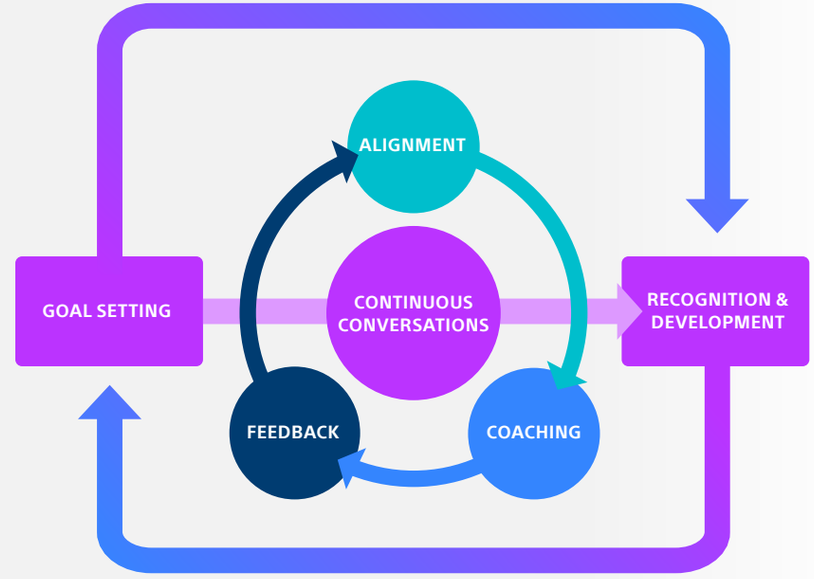
Development for all employees

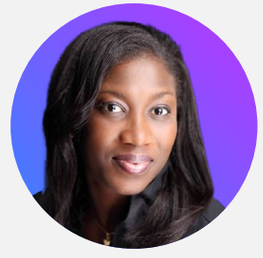
Our development approach is based on the premise that all employees can meet their career goals here, regardless of where they are in their professional development. We integrate learning and feedback into the flow of work so people can develop at their own pace, in their own ways. In 2022, the company introduced more training for front-line leaders, expanded our employee listening strategies and provided more options for employees to personalize their development experiences through on-demand learning pathways.

Enhancing development opportunities. The company's development initiatives offer a variety of pathways that give our employees choices for how they incorporate learning into their everyday jobs and apply what they learn to their current responsibilities. We offer more than 150 professional and technical courses, including on-the-job training, skills-based education and programs for employees who have leadership potential.

Redefining the performance review

The company's continuous performance management (CPM) framework redefines the performance review as an ongoing process rather than a one-time event. Employees have continuous and candid conversations with their managers about work planning and expectations as well as performance and career paths. This approach gives leaders valuable insights and helps facilitate employee development. In 2022, we further enhanced our systems to enable leaders and employees to track business and development goals, capture coaching and peer feedback, as well as store and retrieve documents and resources.





"Continuous performance management is about creating and supporting a feedback-rich culture where people are comfortable having holistic, candid conversations about their career aspirations and performance."

Tokunboh Osinowo
organizational development manager,
Enterprise Talent Management

Enhancing leadership impact

Our managers play a critical role in meeting business objectives and building the next generation of leaders. We count on these people leaders to coach employees, understand their career aspirations and champion inclusive ways of working. In 2022, we increased development options for those seeking to strengthen their leadership skills and grow their careers:

- **Manager Pathways.** Our on-demand manager pathway courses help experienced managers strengthen their leadership capacity across a range of skill sets, including listening, coaching and development. In 2022, we added a course for production supervisors and created new offerings on agile leadership and how to manage hybrid teams.
- **Accelerated Leadership Development Program (ALDP).** Senior people leaders nominated for ALDP complete an eight-month curriculum to prepare them for more complex, global roles. In 2022, we added new topics to the program, including leading with agility and supporting employee well-being.

Boston Scientific also invested in opportunities for emerging leaders. At the regional level, we launched WE Lead (Women Empowered to Lead), a six-month curriculum for women beginning their careers either as individual contributors or first-time managers. Our teams in Asia Pacific (APAC), Europe, Middle East and Africa (EMEA) and Latin America collaborated to expand our Emerging Market Talent Exchange, a 90-day initiative that broadens the global perspectives of leaders. Our APAC and EMEA teams offer an 18-month Rising Leaders program for high-potential people managers.

Developing leaders through ALDP

Facilitated by Executive Committee members, senior leaders and external experts, ALDP strengthens capabilities in financial acumen, business strategy and leadership. We added a pro bono volunteer component to the program to reinforce our values and the company's commitment to give back to our communities.

"The most meaningful part of ALDP is the opportunity to develop a range of skills and competencies essential for effective leadership. The program gave me a better understanding of my strengths and weaknesses as well as my leadership style and how that impacts others."

Shrikant Ramachandran
chief information officer

GROW goes global

Our development program GROW — **G**ive **R**eal **O**pportunities for Valuable **W**ork Experience — was inspired by conversations with employees who build our medical devices and are interested in furthering their careers in business roles. In 2022, we launched 16 additional GROW cohorts and established a framework to guide the initiative's global implementation. By year's end, nearly 200 product builders and technicians had graduated from the program at 10 Boston Scientific sites, including Heredia, Costa Rica, Cork, Ireland, Penang, Malaysia and several cities in the United States.

We offer three GROW tracks so participants can choose the option that best matches their objectives. Each curriculum enlists people leaders to mentor participants through classroom and hands-on training sessions. Based on feedback and results to date, the program is helping us develop and promote direct labor and supply chain employees into new roles.

"This was one of the best experiences I have had during my time here! I would recommend the GROW program to anyone in our supply chain network who is interested in advancing their career."

Jenn Rivas
supervisor,
Distribution Operations Management

Enhancing talent review and succession processes

Our development efforts are aimed at matching our employees' capabilities and goals with business needs. We continue to improve talent processes for those with the potential and desire to advance at Boston Scientific. To ensure our leadership reflects the diversity of our customers and employees, we introduced additional training for managing bias that we will deploy globally in 2023 as part of the talent review process. To support these practices, in 2022 we enhanced our technology to identify critical roles and high potential talent across the organization. We are leveraging this technology as we nominate leaders for key development programs and build a more robust succession bench.

Our regional, functional and divisional leaders meet regularly to assess their teams' performances and development plans. The Executive Committee conducts quarterly and annual talent reviews to gain insights about our succession pipeline, and the board and its Nominating and Governance Committee review CEO succession planning annually. Our Executive Committee succession is also reviewed annually by the Board of Directors.

Read more about our approach to talent development.

Employee engagement

Boston Scientific is a place where people speak up, ask questions and make a difference. Our culture is built on inclusion and a collective belief that everyone's ideas, ambitions and careers matter. We use a comprehensive listening strategy to elicit feedback from people and make improvements based on their input. Having multiple communication and feedback channels helps our people leaders better manage their teams.

Employee engagement pulse survey

With a 76% response rate, nearly 32,500 employees participated in our companywide, voluntary engagement pulse survey in 2022. Their responses produced a score of 80% or higher across four key areas. We are using these results to help support retention, enhance leadership training and expand resources where people need them. Employee engagement is also a key component of our environmental, social and governance (ESG) scorecard that is part of our annual employee bonus program.

Learn more about our ESG scorecard in our 2023 Proxy Statement.

SPARK survey

Our SPARK survey gathers feedback about our people leaders from their direct reports. The digital questionnaire, which is available in 14 languages, asks employees to rate their managers on leadership attributes. The results help people leaders reflect on their strengths and areas for development and serve as a basis for productive conversations with team members. In 2022, more than 31,000 employees were invited to evaluate approximately 7,000 leaders. We had a response rate of 76%, and 85% of people leaders received a feedback report.

2022 employee engagement survey results

80%
overall employee engagement score

85%
extremely satisfied working at Boston Scientific

85%
would recommend Boston Scientific as an employer

88%
are proud to work at Boston Scientific

Fostering a diverse, equitable and inclusive workplace

At Boston Scientific, we share an understanding that DE&I helps create a workplace where every employee feels valued and free to collaborate in a way that results in our best ideas and innovations. When all our employees grow and advance, we increase our ability to help make life better for patients and communities everywhere.

A new global career framework for everyone

We embrace DE&I as a business imperative, and we hold ourselves accountable by setting measurable, publicly reported goals. Our longstanding commitment to inclusive practices has taught us that every goal achieved is an opportunity to identify ways to do more.

In 2022, we made significant progress in developing a global career framework that expands our focus on equitable career progression opportunities for everyone at Boston Scientific. This work is the result of a multi-year project that grew out of our global employee engagement survey and other listening initiatives.

Our new global career framework is based on the premise that everyone in every aspect of our business should have a roadmap that illustrates where and how they can advance at Boston Scientific. It will adjust how we approach job positions and will provide clear career progression opportunities for all employees, both within their area of expertise and beyond. A consistent and transparent global job structure can also contribute to greater organizational effectiveness and high performance. After finalizing the framework in 2023, we expect to reflect these changes in our long-term DE&I aspirational goals.

Progress with our objectives

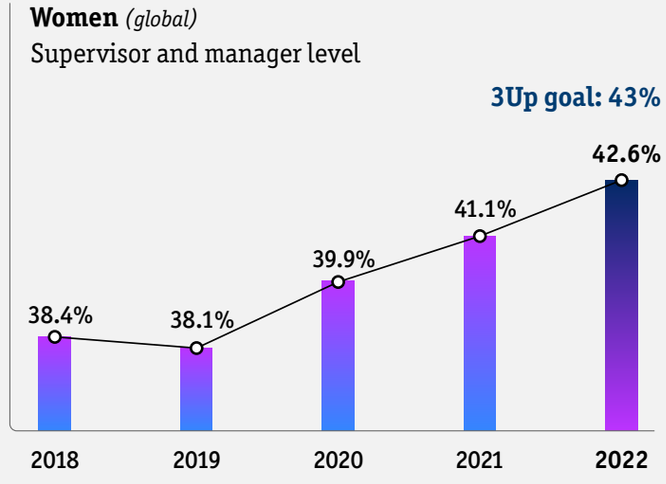
In 2022, we continued our focus on our 3Up by 2023 objectives to increase opportunities for representation of women and multicultural talent. While we fell slightly short of our goals in 2022, which was reflected in our ESG scorecard, we will continue to hold ourselves accountable and be transparent on the results of our work.

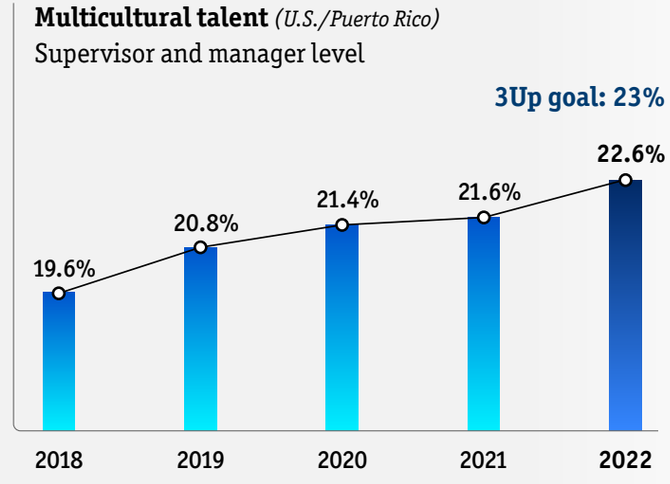
More information about our ESG scorecard can be found in our 2023 Proxy Statement.

As we finalize our new global career framework, our 2023 DE&I goals will reflect a broadened focus on increasing the representation of women globally and multicultural talent in the U.S., including Puerto Rico, at all levels of the organization.

To learn more about our DE&I aspirational goals and progress, please visit our DE&I website.

2022 3Up progress





Reinforcing equitable opportunities for growth

We continue to scale up initiatives that support equitable career opportunities for everyone in our company. All employees are required to complete unconscious bias training, now available in 18 languages. To equip employees with additional skills to lead inclusively and address systemic racism, bias and prejudice, we offer Anti-Racism & Cultural History (ARCH) training, a program required for people leaders and recommended for individual contributors. In 2022, we introduced ARCH in the EMEA region, where our DE&I efforts were recognized for the first time by the Financial Times Leader in Diversity Index. We are now expanding ARCH training to include additional regions and levels in our organization.

Every people leader at Boston Scientific is expected to develop and implement a DE&I plan and follow our diverse slate guidelines for recruiting manager and above roles. When hiring or promoting senior leaders, we consider how candidates have demonstrated inclusive behaviors.

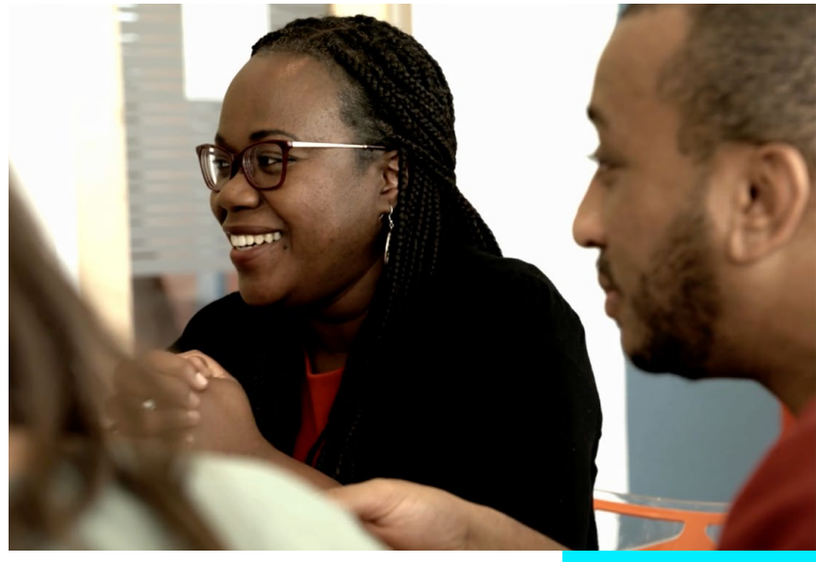
Advancing pathways for diverse talent growth

To solve health care's biggest challenges, we need people with diverse perspectives from all cultures, backgrounds and identities who think beyond the status quo.

One of our top priorities is ensuring that high-performing talent across all dimensions of diversity feel they belong and have pathways for advancement. The Boston Scientific Accelerated Diverse Talent (ADT) initiative supports the development of women and multicultural talent with the potential for advancing to more senior leadership roles. Over the past two years, we have observed that 63% of ADT graduates have moved to different roles or been promoted, and 86% of those promoted were appointed to vice president or director-level roles.

Another cohort of leaders completed our Diverse Leaders of Tomorrow (DLT) development course in 2022. Individuals nominated for DLT expand their professional networks and develop more skills for navigating their personal and professional growth. We also marked the 11th year of our EXCELerate opportunity for high-potential women leaders. The multi-year program matches participants with executive sponsors who serve as career mentors and advocates. Since 2013, we have observed that 51% of EXCELerate graduates have advanced to more senior roles in the company.

To learn more about our partnerships, visit our DE&I website.



"Creating a better world for my children is a very high priority. It's really important that I am actively involved in creating change, and I'm part of a company that understands this. For me, that's really living the dream."

Dr. Jeri'Ann Hiller
EXCELerate graduate and manager, Health Equity

Empowering employees through employee resource groups (ERGs)

Our DE&I efforts are designed, improved upon and promoted with input from Boston Scientific ERGs. These employee-led, company-sponsored groups are organized around dimensions of diversity such as gender identity, race, ethnicity, veteran status, life stage and sexual orientation. Each group contributes to the direction of our company and is supported by an executive sponsor and our Global Council for Inclusion (GCI). The GCI is co-chaired by our chief financial officer and executive vice president of Human Resources and includes our chairman and CEO, the Executive Committee, DE&I team members and all ERG global leads.

In 2022, we welcomed Fostering Indigenous Resources & Empowerment (FIRE), our newest ERG. FIRE launched with three chapters organized around its mission to raise a collective voice for advocacy and representation of Indigenous employees and cultures at Boston Scientific.

The EmpowHER chapter in Singapore spreads the word about heart disease during the company's annual Heart Health Day event.

"In a world where women continue to face barriers in their careers, I'm proud of the work we are doing through EmpowHER to advocate for the advancement of women, foster valuable connections, and provide career development and leadership opportunities."

Bhavna Sapra
senior manager marketing, Urology
and APAC chapter lead EmpowHER ERG

ERGs: the heart of our DE&I strategy

10
global ERGs

122
ERG chapters globally, with 49 outside the U.S. and 15 virtual chapters

9,000+
employees involved

2022 CATALYST AWARD
winner

Boston Scientific was honored with a 2022 Catalyst Award, a premier recognition for advancing women and workplace equity.

Supporting our global workforce

The well-being, health and safety of our employees and their families is a top priority at Boston Scientific.

Meeting needs and adding value: Employee benefits and well-being

Boston Scientific offers benefits programs that support the health and well-being of our people while providing flexibility to meet individual needs and expectations. In applicable countries, our offerings include paid time off, telehealth services, childcare and parental care benefits, mental health services, college and financial planning, fertility and surrogacy benefits, a breast milk shipping service, domestic partner benefits, tuition support, a meal-planning service and sabbaticals for employees with more than seven years of service.

In 2022, we continued expanding our global benefit programs and services. For example, we increased telehealth and domestic partner health care coverage for employees in Ireland, extended maternity and paternity leave in Japan and significantly broadened well-being benefits in Costa Rica, including a significant increase in coverage for mental health services.

Compensation: Our approach and practices

We create competitive programs that are performance-based, that align the long and short-term interests of employees with those of the company, and are equitable and cost effective. We offer an annualized base as well as a variable component to employee compensation, both in accordance with job responsibilities and local labor standards. Variable components can include bonus pay, sales incentives, long-term incentive stock awards, and on-the-spot recognition awards for highly successful projects and breakthrough performance. The company also offers an employee stock purchase plan and country-specific retirement programs that include matching company contributions where country tax law permits.

Compensating people equally for equal work is essential to our inclusive culture. Our most recent assessment reported 99%[1] or greater pay equity for employees across gender globally as well as multicultural talent in the United States, including Puerto Rico. Boston Scientific compensation experts regularly benchmark salaries and conduct companywide and external parity audits. We contract with an independent third party to assess pay equity for all positions using regression analysis. This data-driven approach controls for variables that influence compensation such as job position, tenure, years of experience and location. We use the results to identify any potential pay disparities and address them accordingly. Equal pay alone is not enough. We continue to educate and train our people, update policies and expand benefits to address any bias, increase opportunities for greater diversity, and foster a culture where all employees feel valued and included.

To learn more about our global benefit programs and services, visit BenefitsConnect.

[1] Figure from 2021 results. Analysis is completed every other year.

"The well-being of our employees is a priority that reflects our values and inclusive culture. We are working to embed well-being deeper into our policies and programs to ensure every individual has the support they need to be at their best."

Ebony Travis
director,
Global Well-being and HR Policy

Keeping people healthy and safe

Boston Scientific closely monitors and manages employee health and safety at all offices and facilities in accordance with the Boston Scientific Environment, Health & Safety Policy. We measure occupational health and safety for our employees through Total Recordable Incident Rate (TRIR) targets that are reviewed monthly by our Employee Health and Safety (EHS) Operations Council. In 2022, we recorded our best performance to date with a TRIR of 0.28, down from 0.4 in 2021. We are on track to meet our 2030 goal of 0.25 TRIR per 100 employees.

Our teams achieved these results through deeper incident analysis, more employee engagement with occupational health nurses and a new safety performance recognition program. The company also doubled the number of manufacturing and distribution sites — from four sites to eight — that meet International Organization for Standardization (ISO) requirements for ISO 45001:2018 Occupational Health and Safety certifications.

Total Recordable Incident Rate (TRIR)

2022:	2030 goal:
0.28 TRIR	**0.25 TRIR**
(0.28 injuries per 100 employees)	(0.25 injuries per 100 employees)

Investing in global occupational health

In 2022, we appointed a global occupational health manager to connect our global network of occupational health nurses and ensure that our health, wellness and education resources meet the needs of our workforce now and into the future. Our continued focus on occupational health was once again recognized by the American Board for Occupational Health Nurses, who named Boston Scientific their 2022 employer of the year.

In Ireland, where we have more than 6,000 employees, Boston Scientific in Cork achieved the KeepWell Mark from IBEC, the nation's largest business and human resources organization. The accreditation is based on key areas of workplace well-being such as leadership, mental health, absence management, nutrition and physical activity. Our team in Galway, Ireland was reaccredited for this distinction and received a recognition award for its occupational health practices.

"We keep our employees healthy and safe by promoting health and wellness programs, and by protecting them from work-related injuries and environmental hazards. If employees are sick or injured, we work closely with them while they heal to ensure their safe return to work. As a nurse with more than 25 years of experience, I am passionate about my work."

Darlene Patterson
global manager,
Occupational Health

Accelerating possibilities

Our work to improve patient outcomes includes improving access to care. When people have the health care resources they need, they can lead their best possible lives.

In this section:

- **Improving health equity and access**
- **Supporting our communities**

$67 million
donated to fund medical research, fellowships, education and charitable organizations globally

121,000+
women and people of color identified in health action plans to advance equitable care in underserved U.S. communities

Overview and 2022 highlights

Our commitment to ESG informs our outreach and community engagement around the world. In 2022, our teams increased their collaboration with nongovernmental organizations, nonprofits, health care advocates and providers to address health inequities in underrepresented populations. We launched initiatives and expanded existing efforts to reduce disparities in care and provide science, technology, engineering and math (STEM) education and volunteer support in underserved communities.

Improving health equity and access

Our commitment to improving patient outcomes inspires us to address global health disparities. We collaborate with partners to expand community education, increase health care provider outreach and break down barriers to care in underrepresented communities. Creating opportunities for access is key to ensuring that our medical solutions can make a meaningful difference to the people who need them.

Policies and related links

Boston Scientific Foundation

Boston Scientific Foundation Europe

Close the Gap — health equity program

Community engagement

Why it matters

All people deserve access to quality care and to fully understand their health needs. Health inequities are rooted in a range of social and economic factors, and our work to confront disparities requires breaking down systemic barriers to care. When we increase health awareness, close care gaps and educate providers about their role in inclusive access, we contribute to better futures for people, their families and communities.

Closing the gap in care and outcomes

We know that health inequities lead to poorer patient outcomes, and our Close the Gap team works to address them through a comprehensive health equity strategy. In the United States, the team works closely with providers and organizations in local communities to raise awareness about racial and gender biases that contribute to disparities in heart and vascular care and also to advocate for inclusive clinical trial representation.

Partnering with providers. Disease prevalence data can help providers improve their outreach to underserved patients. In 2022, at the request of community providers, the Close the Gap team generated local U.S. disparity index data on disease prevalence and treatment inequities. We identified more than 121,000 women and people of color who may not have access to equitable heart and vascular care, and collaborated with providers to create health action plans that address disparities and promote equity in underserved communities.

Raising awareness. To address health inequities, the Close the Gap team held health education summits on heart and vascular disease in Atlanta, Georgia and Charlotte, North Carolina in collaboration with Black Health Matters and Omega Psi Phi Fraternity Inc., one of the oldest U.S. historically Black fraternities. Participants reported a 99% increase in their familiarity with cardiovascular disease risk factors and treatment options after the sessions.

Increasing diversity in medical research

Diversity in medical research is essential to ensuring everyone who needs care can benefit from treatments and therapies. In 2022, the U.S. Food and Drug Administration (FDA) released draft guidelines for diversity in clinical trials, affirming the need for inclusive representation. Beginning in 2014 with the Platinum Diversity Trial, our longstanding work to increase clinical trial diversity now includes the ELEGANCE patient registry and post-market study for patients diagnosed with peripheral artery disease (PAD), which disproportionately affects Black men and women. Through 2022, we have surpassed our ELEGANCE diversity goal. To date, there are 43% women and 47% underrepresented minorities enrolled in the registry.

ELEGANCE inclusion milestones

Enrollment goal:	2022 enrollment progress:
40%+ women	43% women
40%+ underrepresented minorities	47% underrepresented minorities

Promoting health access around the globe

Our teams also collaborate to advance health equity around the world. For example, we supported the Children's HeartLink Center of Excellence Collaborative, which convenes pediatric cardiac health professionals from hospitals in Brazil, China, India and Malaysia to exchange knowledge, including with other professionals in underserved communities. This new initiative improves standards of care and will increase equitable access to cardiac health care among children.

Partners in the Children's HeartLink Center of Excellence Collaborative include Hospital da Criança e Maternidade in Brazil, West China Hospital, Amrita Institute of Medical Sciences in India and Institut Jantung Negara, National Heart Institut in Malaysia.

Bringing health camps to India

In India, our team organized health camps in communities that lack access to affordable health care. Working in partnership with local health professionals, we hosted camps at schools in Pune and Gurgaon to provide dental, vision and general physical check-ups to more than 1,000 students. Since 2016, our SAIL (South Asians in Leadership) ERG has led similar efforts throughout the country, offering annual health screenings and distributing health care supplies.

Combating racism in the United States

Our commitment to upholding our values includes confronting racism and intolerance. Our multi-year, $3.5 million strategy to combat racism is focused on deepening community awareness of racism and its impact, advocating for policies and practices that support equity and inclusion, and empowering key partners to take action.

In 2022, we funded a mobile health clinic for people in underserved communities in the Boston area. For 30 years, the Family Van has reduced health disparities in Boston through curbside screenings, health coaching, and referrals for health and social services.

The company also continued our commitment to CEO Action for Diversity & Inclusion and supported the CEO Action for Racial Equity Fellowship, an initiative to advance policy change at the local, state and national levels.

For more on the work we are doing to advance equity and inclusion in our workplace, see Investing in our people.

The Family Van mobile health clinic in Boston.

"As a CEO Action for Racial Equity fellow, I helped build a framework to guide policymakers to consider social determinants of health — where a person is born, lives and works — to address racial health inequities. I am excited to bring my passion for this work to the company's sustainability efforts."

Marina Vornle von Haagenfels
senior project manager,
Environmental, Social and Governance

Supporting our communities

As a leader in health care, we make it a priority to help create healthier communities. In 2022, the company donated more than $67 million to fund medical research, fellowships, education and charitable organizations globally. In the United States, the Boston Scientific Foundation awarded over $2 million in scholarships and grants. And in more than 50 countries, Boston Scientific employees led initiatives to advance global health, STEM education and community well-being.

To learn more about our charitable giving, visit the Boston Scientific Foundation website.

Advancing health: Signature Health Grant Program

The World Health Organization projects a shortfall of 10 million health workers by 2030, mostly in low- and lower-middle income countries. To address this shortage, we collaborate with organizations that train health care workers to conduct disease screenings in vulnerable communities. In 2022, we expanded our Signature Health Grant Program with a U.S.-based initiative to increase the number of trained health care workers and improve the quality and availability of chronic disease screenings. The initiative provided more than $500,000 in grants to Project HOPE, the American Cancer Society, Partners in Health, the American Heart Association and Global Access to Cancer Care Foundation.

Since we developed our community health strategy in 2016, we have helped train 7,300 community health professionals in six countries through various initiatives. Our community outreach has also resulted in nearly 35,000 health care screenings that have led to chronic disease diagnoses for more than 6,300 people.

Advancing education: STEM outreach

STEM education is a proven path to developing more diversity in the next generation of medical technology innovators. In 2022, 17 employee STEM teams engaged with more than 70,000 students around the world through hands-on activities, tutoring, competitions and career guidance. As part of a Boston Scientific pilot program that awarded community engagement grants based on employee proposals, our team in São Paolo, Brazil led a day of mentoring and STEM challenges at a local school.

Our São Paulo team provides STEM programming for local students.

Partnering for humanitarian relief for Ukraine

When millions of Ukrainians were forced to flee their country or were internally displaced, we worked with longstanding partner Project HOPE to help. The Boston Scientific Foundation donated $1 million for refugee assistance in Poland, where we have 240 employees and where more than two million Ukrainians sought refuge. Funds were used to transport medicines into Ukraine, procure supplies for a neonatal hospital in Kyiv and provide resources for a strained Polish health care system. The contributions from our Ukraine aid employee matching gifts campaign, Boston Scientific Foundation Europe and our European employees totaled more than $500,000.

Advancing community: Doing our part around the world

Everywhere our people live and work, they contribute to their communities. In 2022, Boston Scientific and employees contributed nearly $2 million through the employee matching gifts program, and employees volunteered more than 31,000 hours. We also piloted a pro bono volunteer program in Ireland and the U.S. so employees can contribute in ways that go beyond traditional volunteering, helping local nonprofits expand their networks through new partnerships.

Singapore Week of Caring:

Our team packed meals for people in need, upcycled resources and refurbished IT equipment.

More trees in Latin America:

We marked National Tree Week by planting trees in local neighborhoods to protect public health and the environment.

Making a Costa Rica beach accessible:

Our LEAD (Leadership, Education and Allies for Disabilities) ERG and a local surf team renovated Herradura Beach to improve access for people with reduced mobility.

Mandela Day in South Africa:

We partnered with Food Forward South Africa to provide 1.5 million meals for vulnerable families.

Refugee resources in Israel:

Boston Scientific employees in our Haifa, Israel site volunteered with the African Refugee Development Center to offer aid and medical care for African refugees in northern Israel.

Helping families in the Netherlands:

Our local team contributed 100+ hours and $6,000+ to Ronald McDonald Kindervallei, which houses families with children undergoing intensive medical care.

United States volunteer week:

More than 650 volunteers in Minnesota supported local organizations with projects ranging from cleaning up outdoor spaces to preparing meals for critically ill people.

Connecting with neighbors in Türkiye:

Our Istanbul team spent time with elders at a local care facility and built a new STEM workspace for students in an underserved neighborhood.

COVID-19 action in India:

When COVID-19 surged again, we collaborated with SEWA International to distribute health kits and supplies donated by our Shanghai, China team.

Protecting the environment

For healthy lives, we need a healthy planet. Our commitment to better patient outcomes includes confronting climate change and protecting the environment.

In this section:

- **Reducing our environmental impact**
- **Confronting climate risk**
- **Enhancing product stewardship**

76%
renewable electricity[1]

SBTi approval
net-zero and greenhouse gas emission reduction targets approved by the Science Based Targets initiative (SBTi)

[1] Purchased electricity matched with electricity from renewable sources, inclusive of all manufacturing and key distribution sites only.

Overview and 2022 highlights

We took action to protect the environment throughout our business and value chain. Our teams worked to mitigate climate risks while setting ambitious new targets for further reducing our environmental impact. We achieved 76% renewable electricity[1] and remained on track for carbon neutrality (scope 1 and 2)[2] in all our manufacturing and key distribution sites by 2030. In 2022, the Science Based Targets initiative (SBTi), the predominant third-party, net-zero target assessment organization, approved our science-based net-zero target, making us one of the first in our sector to do so. This approval will help guide us on a path toward net-zero greenhouse gas (GHG) emissions across our entire value chain by 2050. Through collaborations and partnerships with suppliers and customers, we will work together to advance meaningful change for a healthier planet.

[1] Purchased electricity matched with electricity from renewable sources, inclusive of all manufacturing and key distribution sites only.

[2] Scope 1 emissions are direct emissions from owned or controlled sources. Scope 2 emissions are indirect emissions from the generation of purchased energy.

Policies and related links

Global Energy Management System Policy

Environment, Health & Safety Policy

Environmental Data Verification

Why it matters

When we take action to protect the planet and confront climate change, we reduce our environmental impact, improve the sustainability of our supply chain and help to mitigate climate risks to the business.
As a result of our activity, we contribute to healthier patients and communities — and more successful economies around the world.

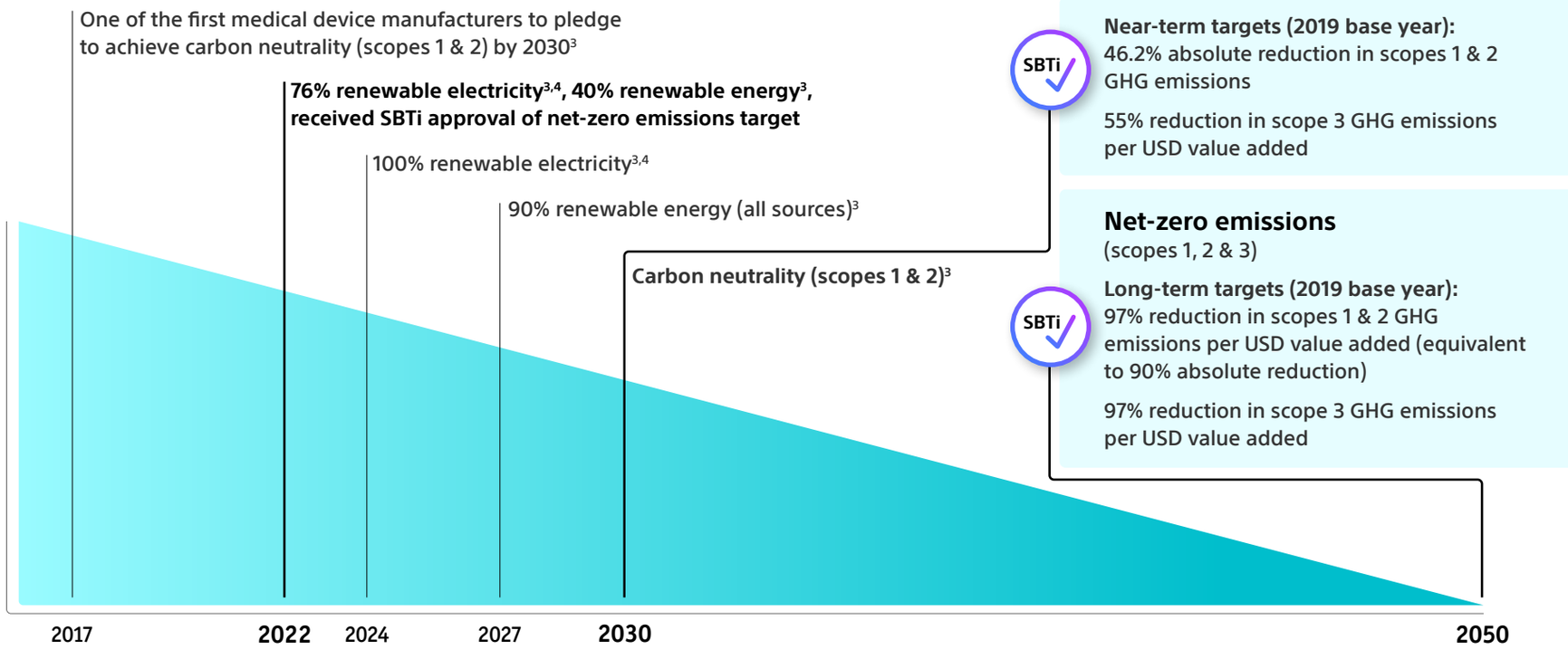
Reducing our environmental impact

In 2022, we made measurable progress in addressing climate change. Boston Scientific met a milestone when our targets for net-zero GHG emissions by 2050 were approved by the SBTi. This approval, which encompasses scopes 1, 2 and 3[1], was received less than a year after we expanded our climate goals by committing to set science-based targets and joining the United Nations Race to Zero and SBTi Business Ambition for 1.5°C campaigns.

Teams across the company worked to keep us on course to meet our global commitments for net-zero emissions, carbon neutrality, renewable electricity and waste management. Progress against our environmental targets is also a key component of our environmental, social and governance (ESG) scorecard that is part of our annual employee bonus program.

For additional information about our ESG scorecard, please see the company's 2023 Proxy Statement.

Our path to net-zero[2]



SBTi

Near-term 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

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

SBTi

Long-term 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

Visit our Protecting the environment website to learn more about our commitment to science-based targets.

[1] 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.

[2] 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.

[3] Inclusive of all manufacturing and key distribution sites only.

[4] Purchased electricity matched with electricity from renewable sources.

GEMS key performance indicators

Boston Scientific developed the Global Energy Management System (GEMS) to measure our progress toward carbon neutrality. The company's Global Facilities Utility Management (GFUM) Council benchmarks best practices, monitors metrics and publicly reports results using the key performance indicators (KPIs) in the following chart.

"I was fortunate to be part of a broad team of experts as a research student at the University of Galway, where I helped develop GEMS and our C³ strategy for carbon neutrality. Seven years later, it's gratifying to play a role in its continued implementation and observe its impact on the company's decarbonization journey."

Sergio Contreras
senior engineer,
Energy Management

Key performance indicators and definitions		Unit	2018	2019	2020	2021	2022
Carbon footprint ($MT CO_2e$)	Total amount of scope 1 and scope 2 GHG emissions emitted into the atmosphere.[1]	CO_2 equivalent metric tons ($MT CO_2e$)	85,127	84,778	53,730	52,284	**48,717**
		Normalized $MT CO_2e$/million $ net sales	8.7	7.9	5.4	4.4	**3.8**
Energy use (MWh)	Total energy Boston Scientific consumes annually to manufacture our products.[1]	Total MWh	355k	368k	381k	397k	**404k**
		Energy intensity in MWh/million $ net sales	36	34	38	33	**32**
Green real estate (% of total)	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 and Energy Star or ISO 50001:2018 for building operations, representing 6+ million square feet.		32%	41%	42%	46%	**71%**
Renewable energy (% of total)	Percentage of total energy consumed, generated from renewable sources, with Boston Scientific owning the renewable attributes.[1]	Electricity percent	5%	11%	71%	73%	**76%**
		All sources percent	3%	6%	35%	38%	**40%**

[1] Inclusive of all manufacturing and key distribution sites only.

Minimizing our carbon footprint (scopes 1 and 2)

The company's C³ energy strategy drives our decarbonization efforts:

Cutting energy use

by investing in energy efficiency at our existing sites and new construction that meets the highest climate standards. This work includes adhering to the Leadership in Energy and Environmental Design (LEED) framework and the International Organization for Standardization (ISO) 50001:2018 energy management standard.

Converting to renewable energy

sources instead of relying on fossil fuels.

Compensating with carbon credits and offset projects

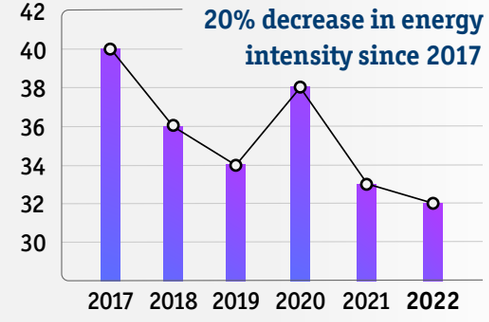
for remaining unavoidable emissions.

Our C³ results for all manufacturing and key distribution sites in 2022 included:

- **Reduction in energy intensity.**[1] Since 2017, Boston Scientific has decreased energy intensity globally by 20%.
- **Further expansion of ISO 50001:2018 energy management.** We increased our total certified manufacturing and distribution sites to 12, with three new certifications, and expect all manufacturing and key distribution sites to be certified by 2025.
- **Sourced renewable electricity equivalent to 76% for all manufacturing and key distribution sites.** In the United States and Europe, we achieved 100% renewable electricity ahead of plan and remain on track to achieve this target globally by 2024.
- **More all-electric buildings and expansions.** We continued reducing reliance on fossil fuels with new all-electric buildings at our Penang, Malaysia global distribution center and Maple Grove, Minnesota manufacturing site.
- **Solar energy use.** Onsite solar installations at our Marlborough headquarters, Quincy distribution center and Dorado, Puerto Rico manufacturing site generated 5 GWh of renewable electricity in 2022.
- **On course for 90% renewable energy (all sources) by 2027.** We recorded 40% renewable energy for all sources, keeping us on course to reach our goal of 90% by 2027.

[1] Energy Intensity is measured by the quantity of energy required per unit output or activity so that using less energy to produce a product reduces the intensity.

Global reduction in energy intensity



Minimizing waste and water usage

We measure and reduce waste and water usage at all manufacturing and key distribution facilities supported by the ISO 14001:2015 environmental management system. A total of 17 Boston Scientific sites are now certified to this standard.

Managing non-hazardous waste. The company has a zero-waste goal of diverting a minimum of 90% of all waste from landfills and incineration by 2030. We are following the Total Resource Use and Efficiency certification program at our manufacturing and key distribution centers.

Conserving water. We are committed to minimizing usage and preparing for environmental challenges such as water scarcity. Usage at our manufacturing and key distribution centers is predominantly associated with employees. In 2022, only 24% of the company's water consumption was associated with production processes.

2022 non-hazardous waste recycling

71%

of our non-hazardous waste from all manufacturing and key distribution sites was recycled

Innovating to reduce environmental impact

Our manufacturing facilities in Heredia and Coyol, Costa Rica deliver new advances to reduce environmental impact every year. In 2022, they led the way for the company's energy and carbon neutrality performance. The sites incorporate our C^3 strategy into daily practices.

- **Cut.** Both locations are ISO 50001:2018 certified and in 2018 became the first Boston Scientific facilities to meet this standard.
- **Convert.** Onsite rooftop solar installations completed in 2022 generate a combined 1.4MW power supply. More than 90% of our local energy needs are met by the Costa Rican electric grid generated from approximately 98% renewable sources.
- **Compensate.** We compensate for remaining unavoidable emissions at each location with certified carbon offsets.
- **Certified carbon neutral.** Each year since 2016, both sites have achieved INTE B5 and INTE/ISO carbon neutrality certifications from the Institute of Technical Standards of Costa Rica (INTECO).

In addition, our Costa Rica employees submitted more than 1,000 sustainability ideas, including an innovative way to convert waste. The teams implemented processes for collecting materials used to produce our devices, such as protective booties, hairnets, trays, labels and pouches, and converted that waste to plastic wood. Working with a local recycling vendor, they upcycled 75 tons of waste in less than six months.

In 2010, our Coyol site became one of the first medical technology facilities in Costa Rica to achieve LEED Silver certification.

Confronting climate risk

As the world faces an increasing number of extreme events, including flooding, droughts and other natural disasters, we have a responsibility to continue to respond to the effects of climate change. Our climate risk management initiatives align with the guidelines of the Task Force on Climate-related Financial Disclosures (TCFD), and we partner with a leading risk intelligence provider to conduct quantitative and qualitative risk assessments under multiple scenarios. We use the results of this work to make decisions about resiliency investments across our global supply chain.

For complete TCFD details, see the Appendix.

Our climate risk approach

Our climate risk approach entails good governance, sound strategy, risk management, and metrics and targets.

Governance

The Boston Scientific Board of Directors oversees management of environmental and climate-related risks. In 2022, we expanded the charter of the board's Risk Committee to encompass business resiliency, including potential climate-related operational risk.

Strategy

The company's Enterprise Risk Management (ERM) team continuously analyzes climate risks to identify and manage obstacles that could affect our ability to meet our business objectives. We prioritize our highest-risk locations and invest in improvements to mitigate risk and reinforce resiliency. Our ERM team escalates any potential material impacts to the Board of Directors.

Risk management

We use analytics and artificial intelligence tools to map and assess climate risks and potential disruptions across the company's value chain. We monitor our sites against more than 100 risk indices that track hazards such as wildfires, sea-level rise and drought. As we track extreme weather events and other potential threats, we collaborate with customers and external partners to maintain continuity and deliver our medical solutions where they are needed.

Metrics and targets

In addition to the metrics and targets outlined in this report, we use the CDP[1] platform to complete a comprehensive assessment of our climate-related initiatives annually and received a B score in 2022. We also conduct routine risk assessments of all primary business operations in partnership with our facilities insurer and other outside assurance experts.

To learn more about business continuity and risk management, see Creating value responsibly.

[1] CDP is a not-for-profit charity that runs a global disclosure system for investors, companies, cities, states and regions to manage their environmental impacts.

Resiliency in the eye of the storm

Across Boston Scientific, operational and climate resiliency efforts ensure the safety of our global workforce and the reliable delivery of our medical solutions to providers caring for patients. We continually assess potential vulnerabilities and take action wherever necessary to protect our people, facilities and supply chain.

After Hurricane Maria devastated the Caribbean in 2017, we implemented critical infrastructure upgrades at our Dorado, Puerto Rico manufacturing site. It was an investment that proved invaluable when Hurricane Fiona hit the island in 2022 and global and local teams implemented proactive measures that kept disruption to a minimum. Days before Fiona made landfall, products were stocked and secured to ensure an uninterrupted supply chain, and we switched to independent water and power systems capable of providing us with up to two months of backup utilities and supplies.

With the facility prepared, we proactively shut down and sent our 800 employees home to ensure their safety. We immediately confirmed that all our people and their families were safe as Fiona left the island, then turned our focus to reopening. Our Dorado team rallied to resume operations a day later, a testament to their perseverance and a resiliency plan that left nothing to chance.

For more information about our business resiliency efforts, see Creating value responsibly.

As part of our long-term risk management strategy, facility upgrades at our Dorado, Puerto Rico manufacturing site over the last five years included a hurricane roof, hurricane shutters and increased generator capacity.

"We all pulled together, and the plan kept our people and operations protected, while also ensuring our life-saving products made it to the patients who needed them. Our teams were many steps ahead of the storm, looking out for all of us."

Ariel Gonzalez Ruiz
senior manager,
Environmental Health & Safety

Enhancing product stewardship

We make a concerted effort to minimize the environmental impacts of our devices, packaging and materials. Product stewardship at Boston Scientific focuses on the environmental footprint of our products at every life cycle stage, from design, sourcing, production and distribution to waste disposal and recycling. In 2022, we finalized life cycle analysis (LCA) guidance and created a focus group to introduce a companywide LCA methodology. We plan to conduct LCA pilot studies in 2023 as we further refine our methodologies.

Packaging and labeling

The company develops packaging and labeling sustainability goals with input from a global steering committee and processes that meet international labeling regulations. In 2022, we established a dedicated team to develop and share best practices and tools, across all business divisions, that minimize the footprint of our packaging and labeling. For example, we implemented sustainability guidance for packaging engineers encouraging them to use more recyclable materials where possible, and our teams implemented more than 50 packaging improvement projects.

Here are some examples of our 2022 packaging and labeling sustainability advances and other successful practices:

- We reduced the packaging weight of our LithoVue™ Elite ureteroscope by 25% compared with our first generation LithoVue™ scope.
- A packaging design change to a lighter, more efficient carton for Vercise™ lead extensions led to a 70.8% reduction in carton material used.
- We supported Medtech Europe's effort to assess the health care sector's endorsement of eLabeling as a sustainable alternative to paper and will continue to advocate for solutions that will allow eLabeling.
- Boston Scientific collaborates with industry peers in the Healthcare Plastics Recycling Council (HPRC) to ensure our practices reduce waste, limit emissions and maximize opportunities to recycle.

2022 packaging sustainability

170+ metric tons
of packaging removed from waste stream

1,000 metric tons
of recycled content used in packaging

Collaborating to increase medical device recycling

Product stewardship in our company also includes medical device recycling. In the United States, we partner with leaders in recycling and waste management to provide sustainability solutions for single-use devices. We now offer systems for recycling devices and converting product waste to energy. In 2022, participating customers recycled 97% of LithoVue™ scopes and 97% of EXALT™ Model D devices.

"Just as we collaborate and innovate to make medical solutions that help people live healthier lives, we're working with partners and customers to innovate and identify sustainable device and packaging solutions for a healthier world."

Lindsay Smaron
associate manager product stewardship, Urology

Creating value responsibly

A more sustainable world begins with having deep respect for its people and resources. Across our company and supply chain, we work with integrity and accountability to deliver solutions that change and save lives.

In this section:

- Maintaining governance that reflects our priorities and values
- Working with compliance, ethics and integrity
- Protecting human rights
- Keeping our supply chain resilient and reliable
- Managing risk and global security
- Ensuring cybersecurity and data privacy

~37 million
products delivered in 2022

99%+
of all employees have completed Code of Conduct training

Overview and 2022 highlights

As champions for better health around the world, our employees unite to deliver patient solutions when and where they are needed. We implement advanced systems and processes aimed to make our network increasingly resilient amid rising climate risk, supply chain pressures and geopolitical conflict. In 2022, the company took new steps to safeguard data privacy and ensure ethical practices throughout our operations. Through enhanced risk profiling, we protected our business from unforeseen events and delivered our devices to more providers and patients than ever before.

Maintaining governance that reflects our priorities and values

We have a longstanding commitment to strong corporate governance, ethics and regulatory compliance. Our Corporate Governance Guidelines have been adopted by the Boston Scientific Board of Directors. The board has also established charters for each of its standing committees (audit, executive compensation and human resources, nominating and governance, and risk). In 2022, the board expanded the remit of its Risk Committee to include oversight of cybersecurity and business resiliency.

The vice president of ESG leads our global ESG vision and strategy and reports to the chair of the ESG Executive Steering Committee, composed of nine Executive Committee members. The vice president of ESG regularly updates our Board of Directors and its Nominating and Governance Committee, which oversee the company's ESG initiatives. The board's Nominating and Governance Committee has primary oversight responsibility for the company's ESG initiatives as well as other matters affecting our corporate responsibility, including diversity, equity and inclusion, human rights and charitable giving.

For more information about our ESG strategy, see the Introduction.

Policies and related links

Data Privacy Policy

Corporate Governance Guidelines

Code of Conduct

Labor and human rights

Conflict minerals

Global tax strategy

Policy and advocacy

Why it matters

Caring for human life inspires us to innovate and influences the way we engage with people and communities around the world. When we meet our responsibilities as a corporate citizen, our employees and customers believe in what we do and our business is stronger. We believe every step we make toward a more sustainable business and planet delivers value for our stakeholders.

Global tax strategy and compliance

Boston Scientific is committed to complying with all applicable tax laws, regulations and related disclosure requirements in every jurisdiction where we operate. Our tax professionals adhere to the highest compliance standards and use standardized, automated processes to minimize tax risk. The company's published global tax strategy outlines our approach to taxation, from risk management and compliance to tax planning and engagement with tax authorities.

Political involvement

We support public policies that protect and improve patient health, benefit our employees and communities, and promote diversity, equity and inclusion (DE&I). The company advocates for policies that increase access to care and life-saving technologies, and we provide annual updates on political action committee (PAC) activity and other contributions. For example, in 2022 we voiced support for U.S. policies addressing supply chain resiliency to prevent disruptions in care. To advance sound public policy, the Boston Scientific Corporation PAC pools voluntary political contributions from eligible employees and our Board of Directors in accordance with federal law.

To learn more about our political involvement, visit our website.

Partnering for patient care and access

The company partners with medical technology groups and regulatory bodies to share best practices and stay informed about policy developments and emerging areas of regulatory updates. Boston Scientific collaborates with the U.S. Food and Drug Administration (FDA), primarily through the agency's Digital Health Software Precertification Program, which is focused on giving patients access to emerging health care technologies. We are also part of the Medical Device Innovation Consortium, a public-private partnership that engages with government and industry to advance solutions that promote patient access to innovative medical devices and treatments.

Read more about our work to expand patient access to care in Transforming care.

Working with compliance, ethics and integrity

We strive to act ethically and with integrity in all our working relationships, inside and outside the company. People and partners across our business and supply chain trust our ethics and our track record of responsibility. All Boston Scientific employees share a commitment to:

- Act honestly and ethically in all company matters.
- Protect the privacy of patients, customers and employees.
- Treat one another with respect and fairness.
- Hold one another accountable for quality in everything we do.

The Boston Scientific Global Compliance team provides the training and resources our employees need to ensure they are conducting business responsibly, treating customers and suppliers fairly and reporting any ethics concerns. The team is led by our chief compliance officer, who reports to the full Board of Directors annually, the Risk Committee of the board quarterly and to the Audit Committee as warranted. Our compliance experts collaborate with teams across the business to monitor the company's compliance with Boston Scientific policies and applicable laws.

The Boston Scientific Code of Conduct

Every Boston Scientific employee is required to read and understand the Boston Scientific Code of Conduct. The code is the foundation for all of our business practices and relationships and is promoted through our annual Integrity Week initiatives.

Confidential advice line

Third party operated	Seven days a week	Multiple languages

2022 training

99%+

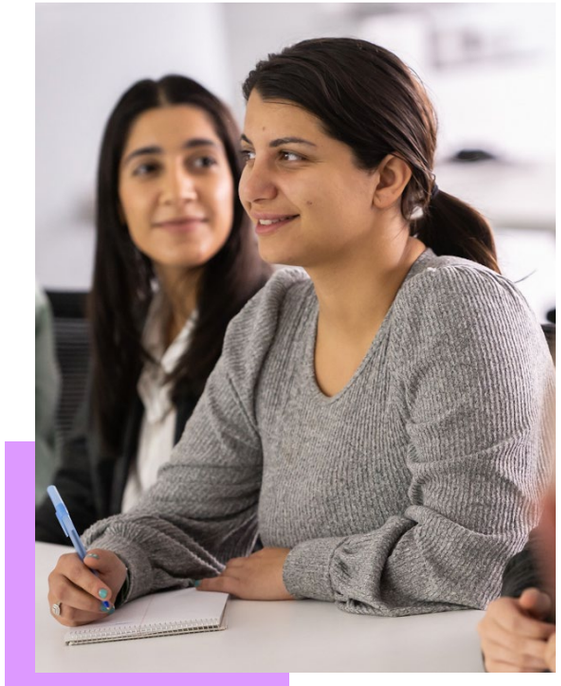
of all employees have completed Code of Conduct training

One of these initiatives included our 2022 Power of One campaign, which reinforced each employee's accountability to ethical behavior in their daily business operations. In 2022, we also launched a new advice line website to make it easier for employees to report ethics concerns. All employees are responsible for immediately reporting any suspected violation of our Code of Conduct or other company policy.

Mandatory training. Every employee is required to complete annual training on the Code of Conduct, along with multiple mandatory training courses that reinforce company policies, explain corruption- and compliance-related risks, and provide resources for reporting concerns.

No retaliation. Boston Scientific prohibits any form of retaliation, direct or indirect, against an individual who raises a concern in good faith. This protection extends to anyone who assists with, or cooperates in, an investigation of such a report.

See more about our policies and practices on our website.



Marketing and selling responsibly

Marketing and selling life-changing products is a serious undertaking that we oversee closely. Our mandatory training for all customer-facing employees addresses fair and honest marketing practices, intellectual property, and interactions with providers and public officials. It also addresses how to navigate actual and perceived conflicts of interest, which includes guidance for managing off-label inquiries and focusing marketing discussions on approved, on-label use of our products.

2022 sales and marketing training

10,000+ hours

of compliance training for customer-facing employees

Protecting human rights

As a global health care business, we play a role in advancing and protecting human rights. Boston Scientific respects and strictly adheres to labor and human rights laws, including those related to modern slavery, child labor, human trafficking, bribery, discrimination, harassment and pay equity. We require our contractors, suppliers and partners to conduct their businesses legally and ethically as well. Our supply chain resiliency team regularly assesses our direct suppliers as well as our extended supply chain network to identify and address any potential exposure to unethical labor practices.

Human rights oversight and accountability

We respect the dignity and human rights of all people, and our global human rights policies and processes govern conduct throughout the business and supply chain. Our Supplier Guidebook mandates adherence to all human rights laws and labor standards and requires that safe and healthy working conditions be maintained at all times. In 2022, we launched a new supplier code of conduct that reinforces our supply partners' commitment to social responsibility.

Over the past two years, we invested in and began utilizing artificial intelligence and visualization systems to more easily evaluate the risk of possible exposure to unfair or unethical labor practices within our extended supply chain. The resulting analytics help our teams conduct due diligence to better identify areas of risk and deploy appropriate resources to remove unfair or unethical labor practices from our supply chain. In 2023, we will expand use of this technology throughout our value chain.

For a complete summary of our human rights approach and activities, please see our website.

Keeping our supply chain resilient and reliable

To ensure we are able to deliver for the more than 33 million patients annually who rely on our life-changing technology, our end-to-end global supply chain organization is supported by an agile network adept at continuously responding to changing market conditions globally through supplier, manufacturing and distribution strategies. Our global supply chain network spans 15 principal manufacturing facilities, as well as various distribution, customer fulfillment and technology centers around the world.

In the past year, we expanded our regionalized distribution approach within our global supply chain network. The expansion included our first Asian regional distribution center in Penang, Malaysia, now our hub for Asia Pacific (APAC) markets. We built the facility next to a manufacturing site we opened in 2017, giving us added capacity to support global growth as well as access to local talent. Our proximity to regional customers saves time and limits carbon emissions. Each year, our Malaysia team will deliver products representing our interventional cardiology, endoscopy, peripheral interventions and urology divisions to customers around the world.

For more on our climate-related initiatives, see Protecting the environment.

Boston Scientific utilizes internal and external sterilization facilities as part of building a resilient global supply chain. Similar to other medical device manufacturers, we require sterilization, like ethylene oxide (EtO), so we can continue to provide innovative and life-enhancing medical solutions. All our facilities comply with current permit requirements as well as regulatory guidelines, and we have a variety of technologies in place to measure and control emissions. We support continuous improvements to reduce the use of EtO and efforts to innovate sterilization for medical devices and were the first company to join the U.S. FDA EtO Sterilization Master File Pilot Program. Going forward, we will continue to work with the U.S. FDA and other agencies to explore new methods.

Delivering for patients and providers in 2022

~37 million
products delivered

21,000+
Global Supply Chain team members

10,000+
active direct and indirect suppliers

Our operations in Penang, Malaysia serve as a distribution warehouse and operational base for planning, logistics, customer care and equipment service repair.

"We are proud to be part of the company's first global distribution hub in Asia. Our team in Penang is committed to serving people in the region and delivering products needed by customers and their patients."

Jason Khoo
vice president,
Global Supply Chain APAC

Small and diverse suppliers

Our approach to supplier selection builds diversity, equity and inclusion throughout the Boston Scientific supplier network. In the United States, we make it a priority to work with certified companies that share our values and commitment to customer and patient care, including businesses that are minority-owned, women-owned, small or disadvantaged, service-disabled, veteran-owned, LGBTQ+-owned and disability-owned.

Supporting supplier diversity

~1,300
small and diverse suppliers engaged

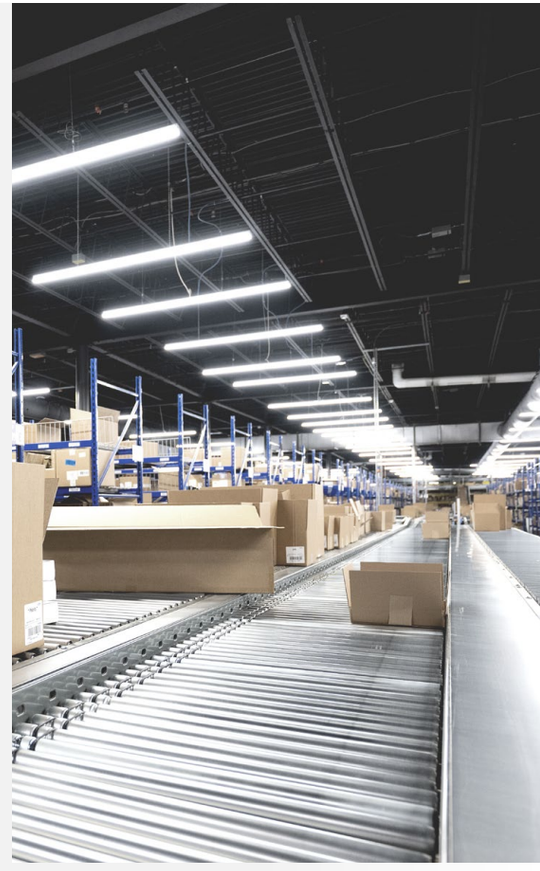
$340+ million
spent on small and diverse suppliers

Change that makes ESG and business sense: Ideal product flow

As we continue to align business operations with our ESG priorities, we are introducing a new process for ideal end-to-end product flow, including improving the way our products are sourced, manufactured, packaged, shipped and distributed. This new approach allows us to manufacture more products and reliably deliver them to customers and their patients, while making our supply chain more sustainable by lowering carbon emissions, reducing packaging waste and significantly decreasing our global shipping footprint.

These advances will result in part from postponing product packaging until we determine the product's destination. Where possible, products will be directly shipped to customers, skipping unnecessary handling and travel to and from distribution centers. For products headed to countries where regulations allow downloadable Instructions for Use (IFUs), we are eliminating paper IFUs and shipping devices more fuel efficiently in lighter packaging. Where printed IFUs are required, we only send instructions in local languages rather than in multiple-language packets.

In addition to reducing packaging waste and shipping weight, we are optimizing shipping routes. When feasible, we are transporting freight by sea rather than air to produce fewer emissions.



By 2026, these changes are expected to:

Reduce paper IFUs by
~90%

Increase direct shipping to destination regions to
~90%

Reduce supply chain costs annually by up to
~$80 million

Managing risk and global security

Because customers and patients count on us for quality solutions and outcomes, our enterprise experts assess potential vulnerabilities to safeguard our supply chain. They analyze strategic, operational, financial, legal and compliance risks so we can safely pursue opportunities, adapt quickly in the face of challenges and meet our commitments. Our resiliency and security teams work with our enterprise risk management specialists to keep our facilities, people and partners secure on a daily basis and in the event of a crisis.

Risk management governance

The Boston Scientific Enterprise Risk Management (ERM) program is led by our vice president of Global Internal Audit, whose team examines existing risks to determine whether we have appropriate mitigation plans in place. New and emerging risks are identified in discussions with Executive Committee members, surveys of key employees and the Board of Directors, external third-party resources and through industry peer benchmarking. Results of all these initiatives are shared with executives and our Board of Directors to determine next steps.

Enhancing business resiliency

As a global business, we continually prepare for a range of potential threats, including meteorologic, geopolitical and climate-related events. We introduced a network modeling system in 2022 that lets our supply planners make on-the-spot decisions that mitigate potential risks and keep us on track to meet customer commitments. The technology monitors factors such as raw material levels, distribution channels and supplier performance to build increased certainty into our processes despite supply chain volatility. In 2023, we will expand our work with a global risk intelligence provider to gain greater visibility into real-time events and emerging risks.

For more on our climate risk management work, see Protecting the environment.

Securing global assets

Our global security and resiliency team uses a mix of tools and procedures to protect our people, enterprise assets and operations. They manage our security in collaboration with partners who specialize in cybersecurity, environment, health and safety, international regulations and data privacy. In 2022, we made advances beyond industry-standard protocols to review additional layers of detail about the performance and practices of our suppliers, contractors and small business vendors. Despite supply challenges around the world, we maintained operations and reliably served health care providers without significant disruptions.

Ensuring cybersecurity and data privacy

With patients and providers increasingly benefiting from our connected devices, cybersecurity is critical. The Risk Committee of our Board of Directors oversees cybersecurity and business resiliency, and all senior leaders receive regular updates on the state of our security and any potential concerns.

The Boston Scientific Global Cybersecurity team takes a centralized data privacy approach to safeguarding all systems, notification applications, connected medical devices and clinician interfaces. Our cybersecurity strategy builds on the National Institute of Standards and Technology principles of identify, protect, detect, respond and recover. We are implementing a zero-trust cybersecurity model focused on users, assets and resources to strengthen our resilience against cyber threats.

Product cybersecurity

Our product cybersecurity focus begins with our design protocols and is supported by quality testing, provider education, and packaging and distribution standards. In 2022, we expanded product security to include multiple risk analysis requirements for every piece of hardware and software in our devices. We use penetration testing to simulate cyberattacks and better understand our exploitable weaknesses, and we monitor threat intelligence feeds and use scanning tools to detect and assess vulnerabilities that could affect our products.

Health care providers remotely monitor Boston Scientific implantable cardiac medical devices via systems certified by the International Organization for Standardization ISO/IEC 27001:2013 and ISO/IEC 27018:2014, and we conduct business in compliance with applicable international laws and regulations governing product and data security.

Outside of the company, we do our part to contribute to stronger data protocols throughout our industry. As a member of the Health Information Sharing and Analysis Center (H-ISAC) community of private and public health organizations, we share security best practices and threat intelligence with peers and partners in the private and public health sectors.

For transparency, our product security website updates providers, patients and caregivers on security findings and processes.

Protecting personal data

Health care and data security are increasingly interconnected, and patients should be able to use smarter medical solutions with peace of mind. We updated our website privacy and internal personal data use policies in 2022 to reflect current data regulations and realities. We periodically assess our policies to ensure they remain up to date.

The company conducts outreach with employees, customers and outside partners about data privacy and cybersecurity best practices. Mandatory employee education programs reinforce zero-trust principles and include simulations to promote security awareness. Employees who interact with customers are required to complete annual training about the data they may encounter and their responsibility to protect information and report privacy concerns.

We also require all employees to submit impact assessments for products, processes and initiatives that collect, use, manage or process personal data. In 2022, our global privacy team reviewed over 650 privacy impact assessments.

Learn more about Boston Scientific product security on our website.

"Cybersecurity is a constantly evolving landscape, so we are continuously pushing ourselves and collaborating with industry experts, customers and outside partners to evaluate and protect against new risks."

Drew Bomett
vice president and chief information security officer

Appendix

In this section:

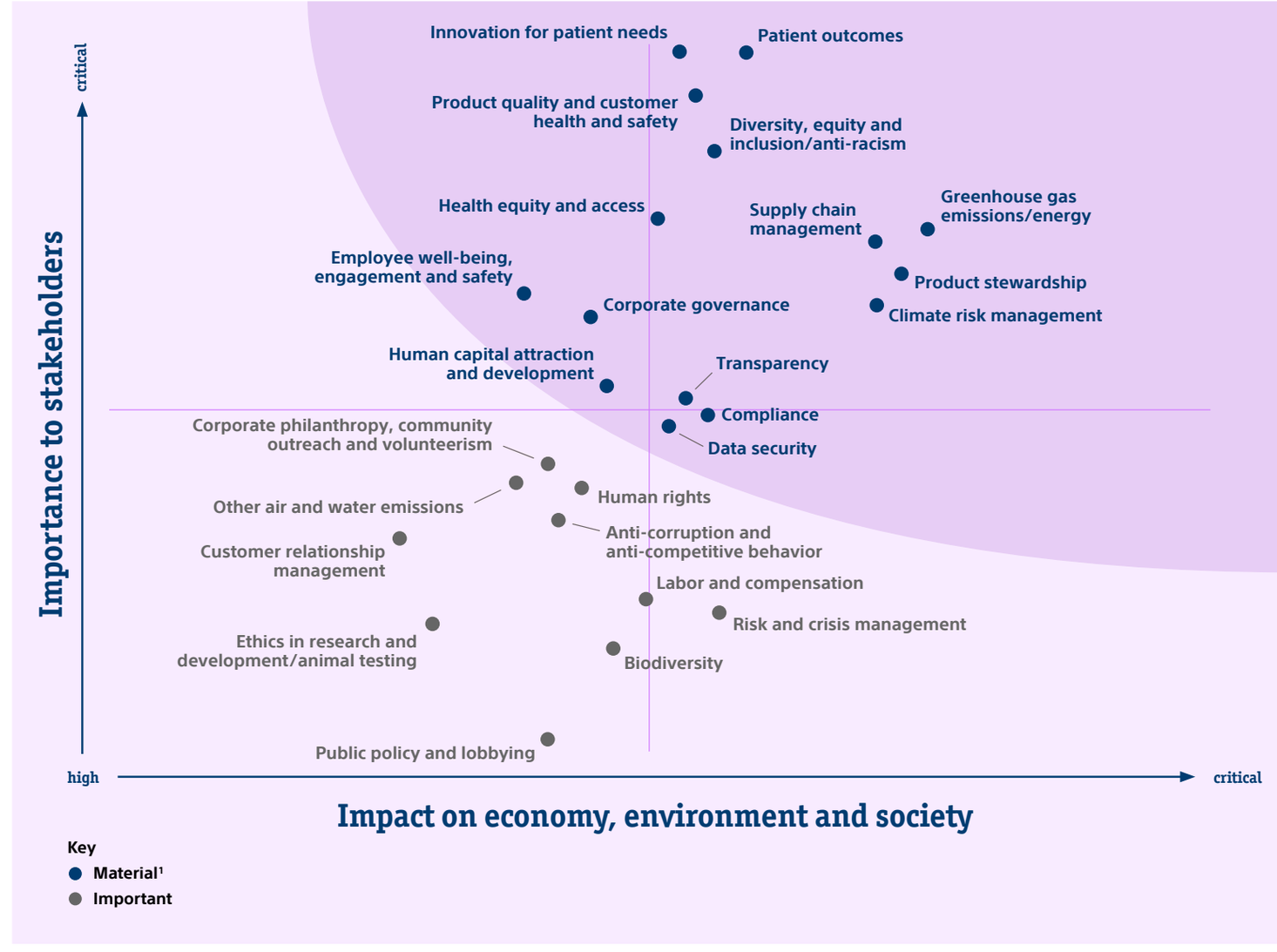
- Materiality
- Stakeholder engagement
- Metrics summary
- Global Reporting Initiative (GRI) index
- Sustainability Accounting Standards Board (SASB) index
- Task Force on Climate-related Financial Disclosures (TCFD) index
- United Nations Sustainable Development Goals (SDGs)

Materiality

We can better focus our efforts to reduce risk and drive positive impact when we fully understand the environmental, social and governance (ESG) topics most important to our stakeholders and our business. In 2021, we engaged with an independent third-party consulting firm to update our materiality[1] assessment. The work to examine our priority topics involved in-depth interviews, peer benchmarking, and guidance from internationally recognized sustainability frameworks and standards. After consulting with internal subject matter experts on the topics identified by the assessment, the Boston Scientific ESG Steering Committee, Executive Committee and Board of Directors reviewed the findings.

Informed by our materiality assessment and our values, we prioritized 15 material topics that would have the greatest impact and are continuing to integrate these findings into our ESG strategy. We will continue to regularly monitor and assess progress to ensure we remain focused on the issues of greatest importance to our stakeholders.

Our ESG materiality matrix



[1] Throughout this report, we use the Global Reporting Initiative Standards definition of materiality in order to identify and prioritize ESG 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. ESG 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.

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 • Post-market surveillance • Customer care • Training and medical education • Business continuity and resiliency planning • Close the Gap • Product and data security • Professional sections of Bostonscientific.com • Performance Report
Patients and patient advocacy groups	• Clinical trials • Close the Gap • Product and data security • Customer service and complaint handling • Advocacy group engagement • Patient sections of Bostonscientific.com
Employees	• Employee engagement surveys • Employee resource groups • Quarterly business updates • Business-specific town halls • Boston Scientific intranet and Yammer • Weekly global newsletter and monthly CEO letter • Matching gift program and volunteering • Awards and recognition
Individual shareholders and institutional investors	• Annual Meeting of Stockholders and quarterly earnings calls • Investor section of Bostonscientific.com • Bi-annual investor day • Investor calls and meetings • Annual report on Form 10-K and quarterly reports on Form 10-Q • Annual Proxy Statement • Performance Report
Government regulators and policymakers	• Government affairs team • Trade associations • Boston Scientific Corporation Political Action Committee • Policy & advocacy
Nongovernmental organizations and local communities	• Boston Scientific Foundations • Grants, donations and exhibits • Employee volunteering • Scholarships and internships • Sponsorships, partnerships and collaborations
Suppliers and distributors	• Supplier diversity program • Global supplier guidebook and resource center • Supplier scorecards • Supplier code of conduct • Supplier quality and audit programs

Metrics summary

Our metrics summary provides key performance data organized under five pillars that align to leading environmental, social and governance (ESG) ratings and inclusion within sustainability indices.

Transforming care

Product quality and safety	Unit	2018	2019	2020	2021	2022
Class I recalls	#	0	0	3	3	0
Class II recalls	#	5	7	15	8	12
Regulatory inspections	#	76	87	85	97	81
Form 483 observations	#	7	0	0	5	1
FDA warning letters	Yes/No	No	No	No	No	No

Innovation	Unit	2018	2019	2020	2021	2022
Research & Development (R&D) spend[1]	USD millions	1,113	1,174	1,143	1,204	1,323
R&D spend as a percent of net sales[2]	%	11.3	10.9	11.5	10.1	10.4
Number of R&D positions	FTE	1,453	2,040	2,114	2,136	2,469

[1] Represents GAAP R&D expense per corresponding Annual Report on Form 10-K.
[2] Represents GAAP R&D expense as a percent of GAAP net sales per corresponding Annual Report on Form 10-K.

Investing in our people

Diversity and inclusion	Unit	2018	2019	2020	2021	2022
Representation of women (globally)[1]						
Board of Directors — women	Percent	30.0	30.0	30.0	30.0	30.0[2]
Executive officers — women[3]	Percent	18.8	25.0	25.0	18.8	11.1
Executive Committee — women[4]	Percent	18.8	25.0	25.0	18.8	25.0
Senior management — women[5]	Percent	29.5	31.0	33.2	34.8	37.7
Supervisors and managers — women[6]	Percent	38.4	38.1	39.9	41.1	42.6
Share of total field sales management positions — women	Percent	22.0	21.3	22.9	24.1	26.8
Share of total workforce — women	Percent	46.5	47.0	47.4	48.3	49.0
New hires — women	Percent	51.2	50.2	48.9	51.7	51.8
Women by region						
United States, including Puerto Rico	Percent	44.3	45.0	45.3	46.8	47.7
Latin America	Percent	57.7	56.1	55.7	55.6	55.2
Canada	Percent	43.6	43.4	48.1	48.4	48.8
Europe, Middle East and Africa	Percent	45.5	45.5	46.3	47.0	47.1
Asia Pacific	Percent	43.3	46.4	46.9	46.5	49.2

[1] Gender: includes all employees globally where gender is identified. Excludes any employees where gender is "undeclared" and "unknown."
[2] Donna James will remain in her role as a director of the Company until her resignation becomes effective on the day of the 2023 Annual Meeting of Stockholders, which is scheduled to occur on May 4, 2023.
[3] Executive officers: includes all executive officers listed in the Annual Report.
[4] Executive Committee: includes all Executive Committee members as of December 31 of that calendar year.
[5] Senior management: includes all levels that are director, vice president, senior vice president, executive vice president and CEO.
[6] Supervisors and managers: includes all levels that are supervisor, manager I and manager II.

Investing in our people

Diversity and inclusion	Unit	2018	2019	2020	2021	2022
Representation of multicultural talent (U.S., including Puerto Rico)[1, 2]						
American Indian/Alaska Native	Percent	0.3	0.3	0.3	0.3	0.3
Asian	Percent	13.4	13.3	13.6	12.8	12.8
African American/Black	Percent	6.5	7.2	7.9	9.2	9.2
Hispanic/Latino	Percent	9.5	10.5	10.3	11.5	11.9
Two or more races	Percent	1.6	1.6	1.7	1.7	1.8
Native Hawaiian/Other Pacific Islander	Percent	0.3	0.3	0.3	0.2	0.2
Total	Percent	**31.6**	**33.2**	**34.1**	**35.7**	**36.2**
Senior management — multicultural talent[3]	Percent	13.1	13.6	14.4	16.5	17.6
Supervisors and managers — multicultural talent[4]	Percent	19.6	20.8	21.4	21.6	22.6
Share of total workforce — multicultural talent	Percent	31.7	33.2	34.0	35.7	36.0
New hires — multicultural talent	Percent	42.6	43.5	42.5	49.5	41.4
Representation of employees by age group (U.S., including Puerto Rico)						
<30	Percent	11.1	14.0	16.1	18.9	18.8
30-50	Percent	58.3	57.8	57.6	56.1	55.7
>50	Percent	30.6	28.1	26.3	25.0	25.5
Representation of employees by age group (global)						
<30	Percent	14.6	18.3	21.5	24.2	24.9
30-50	Percent	63.0	61.1	59.8	58.0	57.4
>50	Percent	22.5	20.6	18.7	17.8	17.7

[1] 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.

[2] Reflects Equal Employment Opportunity (EEO) race/ethnicity categories.

[3] Senior management: includes all levels that are director, vice president, senior vice president, executive vice president and CEO.

[4] Supervisors and managers: includes all levels that are supervisor, manager I and manager II.

Investing in our people

Career and culture	Unit	2018	2019	2020	2021	2022
Total new hires	FTE	7,298	8,417	6,494	8,303	10,370
Employee retention rate	Percent	88.1	88.0	89.7	84.7	84.9
Employee turnover or attrition rate	Percent	11.9	12.0	10.3	15.3	15.1
Employee voluntary turnover rate	Percent	9.5	9.5	7.1	11.4	12.3
Pay equity global (gender)	Global BSC	99%+	99%+	Analysis not completed	99%+[1]	Analysis not completed. Next Analysis will take place in 2023.
Pay equity multicultural (U.S., including Puerto Rico)	U.S., including Puerto Rico	99%+	99%+	Analysis not completed	99%+[1]	Analysis not completed. Next Analysis will take place in 2023.
Open positions filled by internal candidates	Percent	20.1	17.5	20.5	22.0	19.2
Period that long-term incentives for employees are paid out after	Years	4	4	4[2]	4[2]	4[2]
Average learning hours/employee[3]	Hours	-	-	16.5	18.6	19.5

[1] We will be completing every other year. Next analysis scheduled for 2023.
[2] Vesting for options and restricted units is four years (25% per year). Boston Scientific changed from 5-year to 4-year award vesting beginning with RSUs granted in FY 2019. Half of the value delivered to executives is through performance share units, which have a three year cliff vest.
[3] Inclusive of global indirect labor employees only.

Investing in our people

Employee health and safety	Unit	2018	2019	2020	2021	2022
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	0.52	0.53	0.47	0.42	0.28
Total Recordable Injury Frequency Rate (TRIFR)	Injuries per 1 million hours worked	2.6	2.7	2.3	2.1	1.4
Lost Time Injury Frequency Rate (LTIFR)	Lost Time Injuries per 1 million hours worked	2.6	3.0	1.7	1.3	0.7
Occupational Lost Time Rate (OLTR)	Lost Time Days per 100 employees	5.2	5.9	4.7	4.5	3.0
TRIR, TRIFR, LTIFR and OLTR rate coverage	Percent of employees	66.0	66.0	67.0	98.0	100

Accelerating possibilities

Community engagement	Unit	2018	2019	2020	2021	2022
Monetary value of philanthropic cash contributions[1]	USD millions	8.90	8.14	9.04	7.21	6.72
Boston Scientific Foundation (U.S.) cash contributions	USD millions	1.07	1.19	1.21	1.21	2.09
Employee volunteering hours	Hours	43,000	41,000	23,000	51,000	31,444
Overhead costs for management of philanthropic activities	USD millions	0.068	0.067	0.200[2]	0.222[2]	0.286[2]

[1] 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.
[2] Data includes community engagement, sales charitable contributions committee costs and foundation consultant fees.

Protecting the environment

Environmental impact[1]	Unit	2018	2019	2020	2021	2022
Total municipal water consumed	Million cubic meters	0.568	0.581	0.618	0.664	0.731
Total fresh water consumed	Million cubic meters	0.121	0.109	0.119	0.185	0.130
Total process water discharged	Million cubic meters	0.057	0.068	0.109	0.112	0.208
Total domestic water discharged	Million cubic meters	0.412	0.430	0.511	0.590	0.519
Water intensity	Cubic meters water consumed/USD millions net sales	70	64	74	71	68
Total non-hazardous and hazardous waste generated	Metric tons	12,372	12,196	10,936	12,796	13,051
Total non-hazardous waste generated	Metric tons	11,579	11,200	9,978	11,703	11,977
Total non-hazardous waste recycled	Metric tons	9,667	8,943	7,843	8,673	8,563
Total non-hazardous waste energy recovered	Metric tons	1,332	1,744	1,545	1,962	2,124
Total non-hazardous waste disposed to landfill	Metric tons	581	514	591	1,067	1,290
Total hazardous waste generated	Metric tons	792	996	958	1,093	1,074
Total hazardous waste recovered	Metric tons	76	57	94	103	100
Total hazardous waste energy recovered	Metric tons	310	362	376	468	449
Total hazardous waste treatment	Metric tons	247	240	292	307	270
Total hazardous waste incinerated	Metric tons	135	218	152	181	225
Total hazardous waste landfilled	Metric tons	0	0	14	1	1
Total hazardous waste recycled	Metric tons	24	119	29	33	29
Environmental notice of violation	#	0	3	0	0	0

[1] Environmental impact metrics coverage includes scopes 1 and 2 inclusive of all manufacturing and key distribution sites only, which represent approximately 67% of total employees.

Protecting the environment

Climate change[1]	Unit	2018	2019	2020	2021	2022
Total direct greenhouse gas emissions (scope 1)	CO_2 equivalent metric tons	31,257	34,168	35,908	35,395	35,596
Total indirect greenhouse gas emissions (scope 2)	CO_2 equivalent metric tons	53,870	50,611	17,823	16,889	13,121
Non-renewable fuels consumed	MWh	170,495	186,393	191,645	192,076	191,365
Total electricity purchased	MWh	181,587	187,736	185,329	205,187	212,505
Total renewable electricity purchased	MWh	9,149	22,508	131,896	149,617	161,485
Total energy use	GWh	355	368	381	397	404
Green real estate[2]	Percent	32	41	42	46	71
Number of LEED certified / registered buildings	#	13	13	15	16	12
Number of ISO 50001:2018 certified sites	#	2	5	6	9	12
Number of ISO 14001:2015 certified sites	#	15	15	16	16	17
Carbon footprint (scopes 1 and 2) calendar year	Metric tons	85,127	84,778	53,730	52,284	48,717
Renewable electricity purchased with renewable energy certificates calendar year	Percent	5	11	71	73	76
Renewable energy (all sources) used with renewable energy certificates	Percent	3	6	35	38	40
Energy intensity	MWh/USD millions net sales	36	34	38	33	32
Carbon intensity	Metric tons CO_2e/ USD millions net sales	8.7	7.9	5.5	4.4	3.8

[1] Climate change metrics coverage includes scopes 1 and 2 inclusive of all manufacturing and key distribution sites only, which represent approximately 67% of total employees.

[2] Green real estate: 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 and Energy Star or ISO 50001:2018 for building operations, representing 6+ million square feet.

Creating value responsibly

Responsible supply chain	Unit	2018	2019	2020	2021	2022
Total number of suppliers identified as Tier 1	#	1,498	1,650	1,489	1,356	1,071
Percentage of suppliers identified as Tier 1	Percent	100	100	100	100	100
Total number of Tier 1 suppliers identified as critical	#	153	141	137	130	128
Percentage of Tier 1 suppliers identified as critical	Percent	10.2	8.6	9.2	9.6	12.0
Supplier scorecard risk assessment — total number of Tier 1 suppliers assessed in last three years	#	393	333	337	313	290
Supplier scorecard risk assessment — percentage of Tier 1 suppliers assessed in last three years	Percent	26.3	20.2	22.6	23.1	27.0
Comprehensive assessment of critical (Tier 1 and Non-Tier 1) suppliers annually	Percent	10.2	8.6	9.2	9.6	12.0
Comprehensive assessment of critical (Tier 1 and Non-Tier 1) suppliers in the last three years	Percent	26.2	20.2	22.6	23.1	27.0

Compliance	Unit	2018	2019	2020	2021	2022
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	1,422	687	-79	1,076	1,141
Reported taxes	USD millions	-249	-4,013	2	36	443
Reported tax rate	Percent	-17.5	-584.0	2.9	3.3	38.9
Cash taxes paid	USD millions	1,037	242	207	302	662
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

Creating value responsibly

Governance	Unit	2018	2019	2020	2021	2022
Number of executive directors	#	1	1	1	1	1
Number of independent directors	#	9	9	9	9	9[1]
Number of women on Board of Directors	#	3	3	3	3	3[1]
Average tenure of independent board members (years)	#	5	6	7	7	8[1]
Number of non-executive/independent directors who sit on four or less public company boards, including Boston Scientific	#	9	9	8	9	9[1]
Number of public company boards outside of Boston Scientific on which non-executive/independent directors can sit[2]	#	3	3	3	3	3
Number of executive officers — women[3]	#	3	3	4	3	1
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[4]	No. of Votes	1,385,961,926	1,396,195,349	1,417,165,707	1,426,724,712	1,434,780,104
Total annual CEO compensation[5]	USD millions	13.97	15.76	13.77	16.06	16.94
Median annual compensation for all employees	USD thousands	62.5	65.6	59.3	68.9	76.1
Lobbying	USD millions	1.68	1.68	1.52	1.52	1.52
Lobbying — local, regional or national political campaigns	USD millions	0.27	0.26	0.25	0.22	0.18
Lobbying — trade associations	USD millions	0.14	0.14	0.13	0.21	0.11

[1] Donna James will remain in her role as a director of the Company until her resignation becomes effective on the day of the 2023 Annual Meeting of Stockholders, which is scheduled to occur on May 4, 2023.
[2] 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.
[3] Executive officers: includes all executive officers listed in the Annual Report.
[4] Total number of shares outstanding as listed on the cover page of the applicable Annual Report on Form 10-K.
[5] Compensation is calculated in accordance with Item 402 of Reg S-K.

Global Reporting Initiative (GRI) index

The 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, 2022 to December 31, 2022.

The following table includes references to our 2022 Performance Report, 2022 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 Global headquarters: 300 Boston Scientific Way, Marlborough, MA 01752-1234 Form 10-K, Item 2. Properties, Page 32 Locations
2-2	Entities included in the organization's sustainability reporting	Form 10-K, Exhibit 21 Where noted, scope is inclusive of all manufacturing and key distribution sites only
2-3	Reporting period, frequency and contact point	We report and plan to update this index annually. Data in the 2022 Performance Report covers the period between January 1, 2022 and December 31, 2022, unless otherwise indicated 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 energy and greenhouse gas (GHG) emissions data has been independently verified
2-6	Activities, value chain, and other business relationships	Form 10-K, Item 1. Business, Page 3 Form 10-K, Item 7. Management's Discussion and Analysis of Financial Condition and Results of Operations, Page 36 Performance Report, Boston Scientific: 2022 at glance, Page 7 Performance Report, Creating value responsibly, Page 47
2-7	Employees	Form 10-K, Item 1. Human Capital, Page 11 Performance Report Appendix

Indicator	Description	Response
2-8	Workers who are not employees	Not currently disclosed
2-9	Governance structure and composition	Proxy Statement Governance overview Performance Report, Our ESG strategy and priorities, Page 8 Performance Report, Creating value responsibly, Page 47
2-10	Nominating and selection of the highest governance body	Proxy Statement Performance Report, Creating value responsibly, Page 47
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, Our ESG strategy and priorities, Page 8 Performance Report, Creating value responsibly, Page 47 Performance Report Appendix, Stakeholder engagement, Page 58 Proxy Statement Form 10-K, Item 1. Business, Page 3
2-13	Delegation of responsibility for managing impacts	Proxy Statement Performance Report, Our ESG strategy and priorities, Page 8 Performance Report, Creating value responsibly, Page 47
2-14	Role of the highest governance body in sustainability reporting	Proxy Statement Performance Report, Our ESG strategy and priorities, Page 8
2-15	Conflicts of interest	Code of Conduct Proxy Statement
2-16	Communication of critical concerns	Form 10-K, Item 1A. Risk Factors, Page 18 Proxy Statement 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

Indicator	Description	Response
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
2-23	Policy commitments	Form 10-K, Item 1. Business Strategy, Page 3 Performance Report, Our ESG strategy and priorities, Page 8 Performance Report, Our mission and values, Page 6 Code of Conduct Respecting human rights
2-24	Embedding policy commitments	Performance Report, Creating value responsibly, Page 47 Respecting human rights 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 Form 10-K, Item 1. Regulatory Environment, Page 9 Form 10-K, Item 8. Financial Statements and Supplementary Data, Note I - Commitments and Contingencies, Page 103 Performance Report Appendix, Metrics summary
2-28	Membership associations	Trade association memberships
2-29	Approach to stakeholder engagement	Performance Report, Our ESG strategy and priorities, Page 8 Performance Report Appendix, Stakeholder engagement, Page 58
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 57
3-2	List of material topics	Performance Report Appendix, Materiality, Page 57
3-3	Management of material topics	Form 10-K, Item 1. Business, Page 3 Performance Report, Our ESG strategy and priorities, Page 8 Performance Report Appendix, Materiality, Page 57

Indicator	Description	Response
GRI 200		
201-1	Direct economic value generated and distributed	Form 10-K, Item 8. Financial Statements and Supplementary Data, Page 65 Performance Report, Boston Scientific: 2022 at 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 Performance Report, Confronting climate risk, Page 44
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 119
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, Transforming care, Page 12 Performance Report, Investing in our people, Page 20 Performance Report, Accelerating possibilities, Page 31 Performance Report, Protecting the environment, Page 38 Performance Report, Creating value responsibly, Page 47
204-1	Proportion of spending on local suppliers	Performance Report, Keeping our supply chain resilient and reliable, Page 52
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, Working with compliance, ethics and integrity, Page 50
206-1	Legal actions for anti-competitive behavior, anti-trust and monopoly practices	Form 10-K, Item 8. Financial Statements and Supplementary Data, Note I - Commitments and Contingencies, Page 103
GRI 300		
302-1	Energy consumption within the organization	Performance Report, GEMS KPIs, Page 41 Performance Report Appendix, Metrics summary
302-3	Energy intensity	Performance Report, GEMS KPIs, Page 41 Performance Report Appendix, Metrics summary

Indicator	Description	Response
302-4	Reduction of energy consumption	Performance Report, GEMS KPIs, Page 41 Performance Report Appendix, Metrics summary
302-5	Reductions in energy requirements of products and services	Performance Report, GEMS KPIs, Page 41 Performance Report, Enhancing product stewardship, Page 46 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
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, Protecting the environment, Page 38 Performance Report Appendix, Metrics summary
306-1	Waste generation and significant waste-related impacts	Performance Report, Protecting the environment, Page 38 Performance Report Appendix, Metrics summary
306-2	Management of significant waste-related impacts	Performance Report, Protecting the environment, Page 38 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, Creating value responsibly, Page 47
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

Indicator	Description	Response
401-3	Parental leave	Benefits
403-2	Types of injury and rates of injury, occupational diseases, lost days, and 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, Investing in our people, Page 20
404-3	Percentage of employees receiving regular performance and career development reviews	Performance Report, Investing in our people, Page 20
405-1	Diversity of governance bodies and employees	Proxy Statement Performance Report Appendix, Metrics summary
405-2	Ratio of basic salary and remuneration of women to men	Performance Report, Investing in our people, Page 20 Equal pay for equal work
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, Creating value responsibly, Page 47 Human rights
413-1	Operations with local community engagement, impact assessments and development programs	Performance Report, Supporting our communities, Page 36 Community engagement

Indicator	Description	Response
414-1	New suppliers that were screened using social criteria	Performance Report, Creating value responsibly, Page 47
415-1	Political contributions	Political contributions
416-1	Assessment of the health and safety impacts of product and service categories	Performance Report, Ensuring quality, health and safety, Page 18
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Performance Report, Ensuring quality, health and safety, Page 18
417-1	Requirements for product and service information and labeling	Performance Report, Ensuring quality, health and safety, Page 18 Performance Report, Enhancing product stewardship, Page 46
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 (SASB) index

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 2022 Performance Report, 2022 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	Class I Recalls: 0 Class II Recalls: 12 Total units recalled: 101,103
	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 2022
Ethical Marketing	Total amount of monetary losses as a result of legal proceedings associated with false marketing claims	HC-MS-270a.1	$0 in 2022
	Description of code of ethics governing promotion of off-label use of products	HC-MS-270a.2	Code of Conduct, Page 40 Performance Report, Creating value responsibly, Page 47

Topic	Accounting Metric	Code	Response
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. Performance Report, Enhancing product stewardship, Page 46
	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	Within participating customers: • 97% of LithoVue™ systems recycled in the United States in 2022 • 97% of EXALT™ Model D systems recycled in the United States in 2022 Performance Report, Enhancing product stewardship, Page 46
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. All of our medical device manufacturing facilities and distribution centers are certified under the ISO 13485 quality system standard, established by the International Standards Organization (ISO) for medical devices, which includes requirements for an implemented quality system that applies to component quality, supplier control, product design and manufacturing operations. 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. 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. We: • Leverage product identification technologies, such as barcoding identification to track the information of products • Utilize enterprise resource planning (ERP) solutions to support identification and control of products once they leave manufacturing sites — including supporting specific patient tracking if required. Our ERP solutions ensure compliance with regulatory, 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 Performance Report, Creating value responsibly, Page 47

Topic	Accounting Metric	Code	Response
Business Ethics	Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption	HC-MS-510a.1	$0 in 2022
	Description of code of ethics governing interactions with health care professionals	HC-MS-510a.2	Code of Conduct, Page 32 Performance Report, Creating value responsibly, Page 47

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 (TCFD) index

The Financial Stability Board's 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 2022 Performance Report, 2022 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. 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. • The CEO is responsible for progressing the Boston Scientific environmental sustainability goals with delegated support from an ESG Executive Steering Committee, the vice president of ESG 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. • In furtherance of our commitment to sustainability, an ESG scorecard, designed to incentivize companywide progress toward diversity, equity and inclusion (DE&I), engagement and environmental goals, has been a part of our annual bonus plan (for all bonus eligible employees, including senior leadership) since 2021. Additional resources: Performance Report, Protecting the environment, Page 38 Annual Proxy Statement, Pages 30-31
	b. Describe management's role in assessing and managing climate-related risks and opportunities.	

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. 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.	• 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. Additionally, increased environmental regulation, including to address climate change, may result in increases in our 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. • 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. • Leveraging this partnership, the company also recently conducted a detailed climate-related scenario analysis covering SSP1-2.6, SSP2-4.5 and SSP5-8.5 for the 2030 and 2050 time horizons across all key facilities, which we continue to assess and evaluate.
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. 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.	• 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. • 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. • 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). Additional resources: Performance Report, Protecting the environment, Page 44 Performance Report, Creating value responsibly, Page 54

Recommendation	Disclosure alignment	Summary of current state
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. 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.	• Disclose and report on climate-related targets: carbon neutrality by 2030 inclusive of all manufacturing and key distribution centers only (scopes 1 and 2) and net-zero emissions by 2050 across our entire value chain (scopes 1, 2 and 3). 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). • 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. • We use and disclose a wide range of climate-related metrics and report to CDP (2022 score: B). • Manage and disclose our zero-waste target by 2030 and manage and disclose water resources and metrics. Additional resources: Performance Report, Protecting the environment, Page 38 Performance Report Appendix, Metrics summary

United Nations Sustainable Development Goals (SDGs)

The United Nations 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 Our ESG strategy and priorities.

Transforming care	3 GOOD HEALTH AND WELL-BEING; 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE; 12 RESPONSIBLE CONSUMPTION AND PRODUCTION
Investing in our people	5 GENDER EQUALITY; 8 DECENT WORK AND ECONOMIC GROWTH; 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE; 16 PEACE, JUSTICE AND STRONG INSTITUTIONS
Accelerating possibilities	3 GOOD HEALTH AND WELL-BEING; 4 QUALITY EDUCATION; 5 GENDER EQUALITY; 10 REDUCED INEQUALITIES; 16 PEACE, JUSTICE AND STRONG INSTITUTIONS
Protecting the environment	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
Creating value responsibly	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

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 environmental, social and governance (ESG) plans, 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: current and future U.S. and global economic, political, competitive, reimbursement and regulatory conditions; the impact of foreign currency fluctuations; manufacturing, distribution and supply chain disruptions and cost increases; disruptions caused by cybersecurity events; disruptions caused by extreme weather or other climate change related events; disruptions caused by the COVID-19 pandemic on our operations and financial results; labor shortages and increases in labor costs; new product introductions; expected procedural volumes; the closing and integration of acquisitions; demographic trends; intellectual property rights; 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, including those that have emerged or have increased in significance or likelihood as a result of the COVID-19 pandemic. All of these factors are difficult or impossible 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. This cautionary statement is applicable to all forward-looking statements contained in this report.