

# 2021

## ESG performance highlights

Boston Scientific is dedicated to transforming lives through innovative medical solutions that improve the health of patients around the world. With commercial representation in approximately 115 countries and 41,000 employees around the world, we understand that our impact as a health care company extends to how we operate our business and care for the world around us.

### Our ESG performance in 2021

#### Environment<sup>1</sup>



**Goal: Carbon neutrality for Scope 1 and 2 emissions at all manufacturing and key distribution sites by 2030**

- Committed to net-zero carbon emissions across our entire value chain by 2050 by joining the United Nations Race to Zero and Science Based Targets initiative (SBTi) Business Ambition for 1.5° C campaign

**68%** reduction in greenhouse gas emissions since 2009 (Scope 1 and 2)

**73%** of electricity consumed generated from renewable sources, surpassing our interim goal of 50% by 2021<sup>2</sup>

**38%** of energy from renewable sources, on track for our goal of 90% by 2027

**46%** of Boston Scientific is independently certified for energy efficiency by industry-leading bodies such as LEED for design and ISO 50001:2018 for building operations, representing 4+ million square feet

**91%** of solid waste diverted from landfills

**74%** of solid waste recycled

## Social



**Goal: 3Up by 2023** aims to increase the representation of women and multicultural talent in our workforce

- Increasing the representation of women at the supervisory and managerial level to at least 43% globally
- Increasing the representation of multicultural talent at the supervisory and managerial level to at least 23% in the U.S. and Puerto Rico
- Continue to be a top 10% recognized leader for workplace inclusion

**\$1+ billion** invested in R&D and launched **90 new products** to advance patient care

**41.1%** of supervisor and manager roles held by women globally; 21.6% by multicultural employees in the U.S. and Puerto Rico

**99%+** pay equity for employees across gender globally and for multicultural talent in the U.S. and Puerto Rico

**Scored 80%** or higher on employee engagement survey indices for engagement, enablement and inclusive culture

**22%** of open positions filled by internal candidates; ~11% voluntary turnover

**8,300+** new hires

**70** hospitals and providers acted to address inequities in specialty care through Close the Gap partnerships

**\$75+ million** in contributions for medical research, fellowships, education and charitable organizations globally

Carried out our **\$3.5 million** multiyear strategy to combat racism

## Governance



**30+ million patients served**

- Our teams are guided by strong ethics, core values and respect for human life. We make products people trust and work together across our global supply chain to deliver solutions that advance science for life

**~35 million** products delivered

**98%+** effectiveness in corrective and preventive action (CAPA) metrics and on-time approvals

**0 findings** resulting in action following more than 400 external audit days

**10,000+ hours** of compliance training for customer-facing employees

**Tax strategy** published to outline the Boston Scientific approach to global taxation

**Human capital scorecard** introduced as part of our 2021 annual bonus program for all eligible employees

**30%** of board of director members self-identify as women, 30% self-identify as ethnically diverse

**Board experience**  
Board of director member experience includes medical device, risk management, technology, quality and financial literacy

**Board independence**  
Significant majority of our board of directors qualifies as independent under the New York Stock Exchanges' Corporate Governance Standards, including a lead independent director

Note: All data as of December 31, 2021 unless otherwise specified.

<sup>1</sup> Inclusive of all manufacturing and key distribution sites only, unless otherwise specified.

<sup>2</sup> Reflects adjustments to previously reported figure of 72% renewable electricity in our 2022 Annual Proxy Statement, based on subsequent internal audit.