

A NOTICE AND INVITATION TO ALL EMPLOYEES AND APPLICANTS

Mike Mahoney, Chairman and CEO

AFFIRMATIVE ACTION AND EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT

Boston Scientific Corporation has been, and will continue to be an equal opportunity employer. This Equal Employment Opportunity Policy Statement clearly outlines our definition and the steps we will take to uphold this commitment throughout our organization:

- a. Persons are recruited, hired, assigned and promoted without regard to race, religion, color, national origin, citizenship, sex, sexual orientation, gender identity, gender expression, veteran status, age, mental or physical disability, genetic information or any other protected class.
- b. All other personnel actions, such as compensation, benefits, transfers, layoffs and recall from layoffs, access to training, education, educational assistance and social recreation programs are administered without regard to race, religion, color, national origin, citizenship, sex, sexual orientation, gender identity, gender expression, veteran status, age, mental or physical disability, genetic information or any other protected class.
- c. Employees and applicants shall not be subjected to harassment, intimidation, threats, coercion or discrimination because they have: (1) filed a complaint; (2) assisted or participated in an investigation, compliance review, hearing or any other activity related to the administration of any federal, state or local law requiring equal -employment opportunity; (3) opposed any act or practice made unlawful by any federal, state or local law requiring equal employment opportunity; or (4) exercised any other right protected by federal state or local law requiring equal employment opportunity.

To ensure oversight and compliance with our Equal Employment Opportunity Policy, I have asked Lynn Prust to assume the responsibilities of Corporate EEO Officer under my direction. As the Corporate EEO Officer, she is responsible for overseeing our Affirmative Action Plans, including periodically analyzing the Company's personnel actions and their effects to insure compliance with our equal employment policy and administer the audit and reporting system. She does this by analyzing the new hires, promotions and terminations to make sure that the policies and the effect of implementation of those policies are not having a negative impact on any particular group.

If you, as one of our employees, or as an applicant for employment, have any questions about this Policy or would like to view portions of the Affirmative Action Plan, please contact Lynn Prust during regular business hours. This is also a reminder that employees may update their disability status at any time by contacting Lynn Prust.

I have reviewed and fully endorse our Affirmative Action and Equal Employment Opportunity Program and our related Affirmative Action and Equal Employment Opportunity Programs. In closing, I ask the continued assistance and support of all Boston Scientific employees to attain our objective of equal employment opportunity for all.

Sincerely,

A handwritten signature in cursive script that reads "Mike Mahoney".

Mike Mahoney
Chairman and CEO