

2023 Performance Report

**Advancing Science for Life**



# Introduction

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

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# From pain to possibility, an 84-year-old fitness icon shows how it's done

Erika Rischko, a self-described 84-year-old exercise fanatic, has hundreds of thousands of TikTok and Instagram followers who are inspired by her plank challenges, burpees and other physical feats. "I enjoy doing new things and testing out my limits," says Erika, who joined a local gym in Langenfeld, Germany, at 55 and quickly advanced to high-intensity challenges like trampolining and boxing.

But before becoming a viral fitness sensation, Erika battled chronic back pain that started in 2017. Erika took various medications, but experienced negative side effects. "My quality of life was severely impacted before the procedure. I could barely stroll through the city without frequent stops."

She struggled to find relief until learning about spinal cord stimulation (SCS). In this treatment, a [small implanted device](#) sends mild electrical pulses that interrupt pain signals before they reach the brain. Almost immediately, Erika was relieved of her pain and soon after was back inspiring her followers, gaining internet celebrity status and making [TV appearances](#) around the world. "Now look at me! I run around, do all sorts of things and can live my life the way I like it." In 2020, Erika held a plank for eight minutes and 40 seconds — a personal milestone.

Erika uses her experience and reach to raise awareness about chronic pain and SCS as a treatment to manage it.

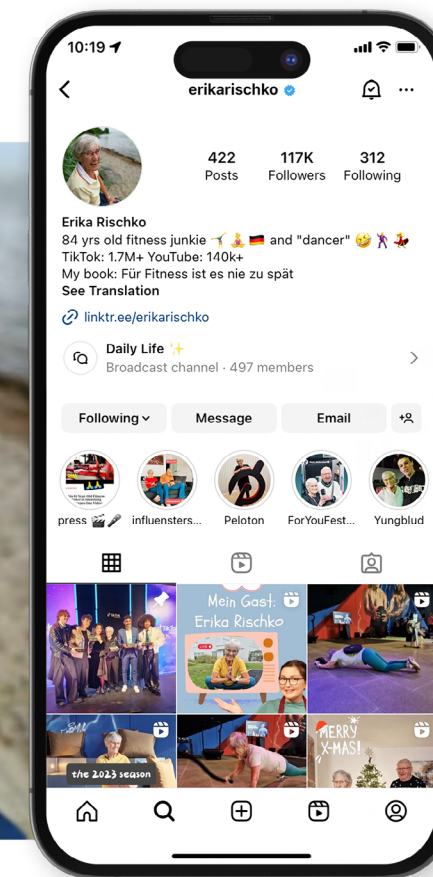
"It gives me joy to be able to work out, inspire others and even help people who may be in a similar situation. I never dreamed it, and I am very grateful." At Boston Scientific, we are grateful to Erika, her doctors and so many other patients who inspire us every day to push the boundaries of science to help people live longer, healthier lives.

To learn more about chronic pain and treatment methods, visit [www.pain.com](http://www.pain.com).



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Erika Rischko  
Boston Scientific patient



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FARAPULSE™ Pulsed Field Ablation System

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 2023 Performance Report and appendix are as of, or for the year ended, December 31, 2023, 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 [2023 Annual Report](#).





## A message from our Chairman and Chief Executive Officer

At Boston Scientific, improving patient health is the cornerstone of everything we do. And because we know that patient health is interconnected with the health of communities and of the planet, we take seriously our responsibility to make progress toward environmental, social and governance goals — and to continue to hold ourselves accountable. That dedication is shared by our more than 48,000 employees worldwide, whose talent and commitment to the highest standards of quality allows us to raise the bar, year after year.

Our 2023 business results demonstrate high performance across our company. Our teams launched nearly 90 products, expanded our digital and operational capabilities and accelerated research and development (R&D) to fuel our innovation pipeline. We advanced health and addressed inequities by increasing diversity in clinical trials, donating

more than \$76 million to fund global medical research, fellowships, education and charitable organizations as well as through increasing the diversity of our workforce. Since a healthier planet leads to healthier people, we achieved 82% renewable electricity,<sup>1</sup> bringing us closer to our goal of 100% by the end of 2024. Our teams also further defined our path to net-zero greenhouse gas emissions across our value chain by 2050. Most importantly, we worked together to help improve the lives of more than 37 million patients around the world.

There is always more progress to be made and I know that with the values-driven culture we have built, our global teams remain committed to the invigorating work of challenging what's possible. Together, we'll continue to deliver on our mission to transform lives through innovative medical solutions.

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



“Because we know that patient health is interconnected with the health of communities and of the planet, we take seriously our responsibility to make progress toward environmental, social and governance goals — and to continue to hold ourselves accountable.”

<sup>1</sup> Includes renewable electricity generated onsite and purchased electricity matched with electricity from renewable sources. Inclusive of all manufacturing and key distribution sites only.





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, communities, the planet and each other.

### Diversity

We embrace diversity, equity and inclusion, valuing unique ideas and experiences.

### Global collaboration

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

### High performance

We strive for high performance to benefit patients, customers, shareholders and employees.

### Meaningful innovation

We transform new ideas into breakthrough services and sustainable solutions that create value.

### Winning spirit

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





# Boston Scientific: 2023 at a glance

Boston Scientific transforms lives through innovative medical technologies that improve the health of patients around the world. As a global medical technology leader for more than 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.

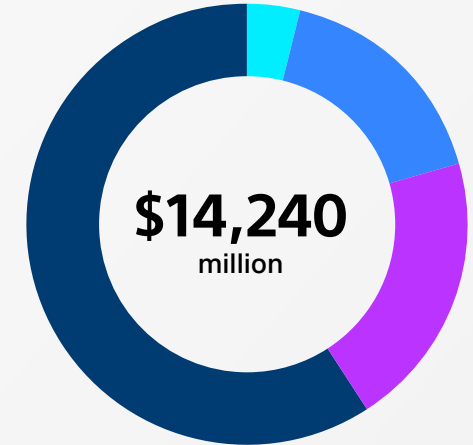
To learn more about our category leadership strategy and growth opportunities, visit our [Investor Relations website](#).



## 2023 net sales by region

(dollars in millions)

■ U.S.	\$8,425
■ EMEA (Europe, Middle East and Africa)	\$2,856
■ APAC (Asia-Pacific)	\$2,400
■ LACA (Latin America and Canada)	\$560
<b>Net Sales</b>	<b>\$14,240</b>



## 2023 net sales by business

(dollars in millions)

### Cardiovascular

#### Cardiology

\$6,709

Cardiac Rhythm Management



Electrophysiology



Interventional Cardiology Therapies



Watchman



Peripheral Interventions

\$2,110



Endoscopy

\$2,482



### MedSurg

Urology

\$1,964



Neuromodulation



Amounts may not add up due to rounding.



# Corporate responsibility at Boston Scientific

We are committed to transparency in environmental, social and governance (ESG) progress and continually work to improve our reporting as industry best practices evolve. Our report's three focus areas address how we innovate to meet patient needs, empower people and shape a healthier planet, anchored by how we do business with integrity. The framework reflects our material topics and helps us further [engage with stakeholders](#).

## Innovative care

We shape science into meaningful solutions that help people live longer, better lives.



## Empowered people

We invest in our people and unite our diverse communities through global collaboration.



## Healthier planet

We confront climate change and protect the environment to enable people to live healthier lives.



## Performance with integrity

Governance and compliance | Risk management | Cybersecurity | Responsible supply chain



## Our strategy and approach

As a global health care company, our commitment to meet patient needs comes with a responsibility to protect and contribute to the world we share. We prioritize integrating ESG opportunities while mitigating risks into our business practices, and the insights we gain from this guides our progress.

Our approach to ESG is aligned with the [United Nations Sustainable Development Goals](#), and we have identified [material topics](#) that enable us to have the greatest impact.

To deliver meaningful results, subject matter experts and key advisors across our company work closely with our ESG team to determine how we measure and share progress on our environmental, social and governance performance. 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 oversees the company's ESG initiatives.



## Engaging our stakeholders

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.

Learn more about our [material topics](#) and [stakeholder engagement efforts](#).

## 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. In 2023, the ESG scorecard was weighted at 15% of our total bonus pool funding and equally divided among three ESG performance metrics: diversity, equity and inclusion (DE&I); employee engagement; and environmental performance.

To learn more about our performance, please see the company's [2024 Proxy Statement](#).



### A message from Kathryn Unger, Vice President of Environmental, Social and Governance



Our ESG work is rooted in our core values. We focus on the areas where we believe we can make the greatest difference for the people we serve and the world we share.

Whether it's innovating care to help people live longer, better lives; empowering people by advancing DE&I in our workplace and communities; or enabling a healthier planet, we are committed to making sustainable progress. This report describes how our teams apply the science and innovation that define our business to advance our ESG priorities and goals.

We are not alone on this dynamic journey. We gather and consider many perspectives to deepen our knowledge and increase our agility, and we collaborate with our customers and other stakeholders to address the full scope of needs this work requires.

The path to greater progress takes time. Every day I am grateful to, and inspired by, the commitment of our employees around the world to do more for our patients, customers and employees, as well as for our communities and planet. It is through deliberate action and enduring engagement that we will continue to find new and better ways to advance science for life.



# 2023 corporate responsibility highlights

## Innovative care

**37M+**  
patients served

**\$1.4B**  
annual R&D spend<sup>1</sup>

**Zero findings**  
resulting in action following  
over 415 external audit days



## Empowered people

**99%+**  
pay equity

**43.5%**  
women in mid-level  
leadership<sup>2</sup> roles (*global*)

**\$76M+**  
contributions for medical  
research, fellowships,  
education and charitable  
organizations globally

**22.6%**  
multicultural talent in  
mid-level leadership<sup>2</sup>  
roles (*U.S./Puerto Rico*)



## Healthier planet

**82%**  
renewable electricity<sup>3,4</sup>

**77%**  
solid, non-hazardous  
waste recycled<sup>3</sup>

**72%**  
real estate  
independently certified  
for energy efficiency<sup>5</sup>



## Performance with integrity

**40M+**  
products delivered in 2023

**99%+**  
of employees completed Code of Conduct training

**~\$340M**  
spent on small and diverse suppliers



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

<sup>2</sup> Mid-level leadership includes managers, principals, senior managers and fellows.

<sup>3</sup> Inclusive of all manufacturing and key distribution sites only.

<sup>4</sup> Includes renewable electricity generated onsite and purchased electricity matched with electricity from renewable sources.

<sup>5</sup> 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.





## Awards and recognition

### **Bloomberg**

Gender Equality Index

2019-2023

### **Disability Equality Index (DEI)**

Best Places to Work for Disability Inclusion

2016-2023

### **Dow Jones Sustainability Index North America**

2020-2023

### **Forbes**

Best Employers for Diversity

2016-2023

### **FORTUNE**

World's Most Admired Companies

2016-2024

### **Human Rights Campaign (HRC)**

Best Places to Work for LGBTQ+ Equality

2015-2023

### **JUST Capital and CNBC's**

America's Most JUST Companies

2020-2022, 2024

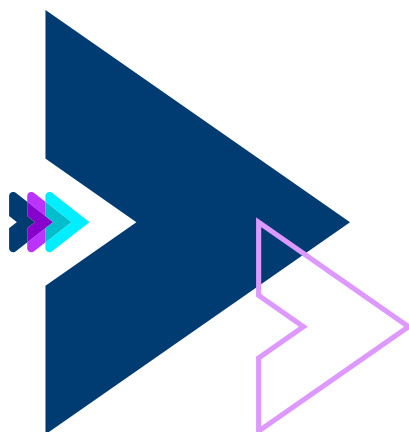
### **Newsweek**

America's Greatest Workplaces for Women

2023

### **Seramount Inclusion Index**

2018-2023



Visit our website for more information on our recent [awards and recognitions](#).





# Innovative care

We shape science into meaningful solutions that help people live longer, better lives.

## In this section:



- 13 // Innovating to improve patient lives
- 20 // Ensuring quality, health and safety
- 22 // Advancing health access and equity



**37M+**  
patients served

**\$1.4B**  
annual R&D spend<sup>1</sup>

**Zero**  
findings resulting  
in action following  
over 415 external  
audit days

<sup>1</sup> Represents GAAP R&D expense per 2023 Annual Report on Form 10-K.



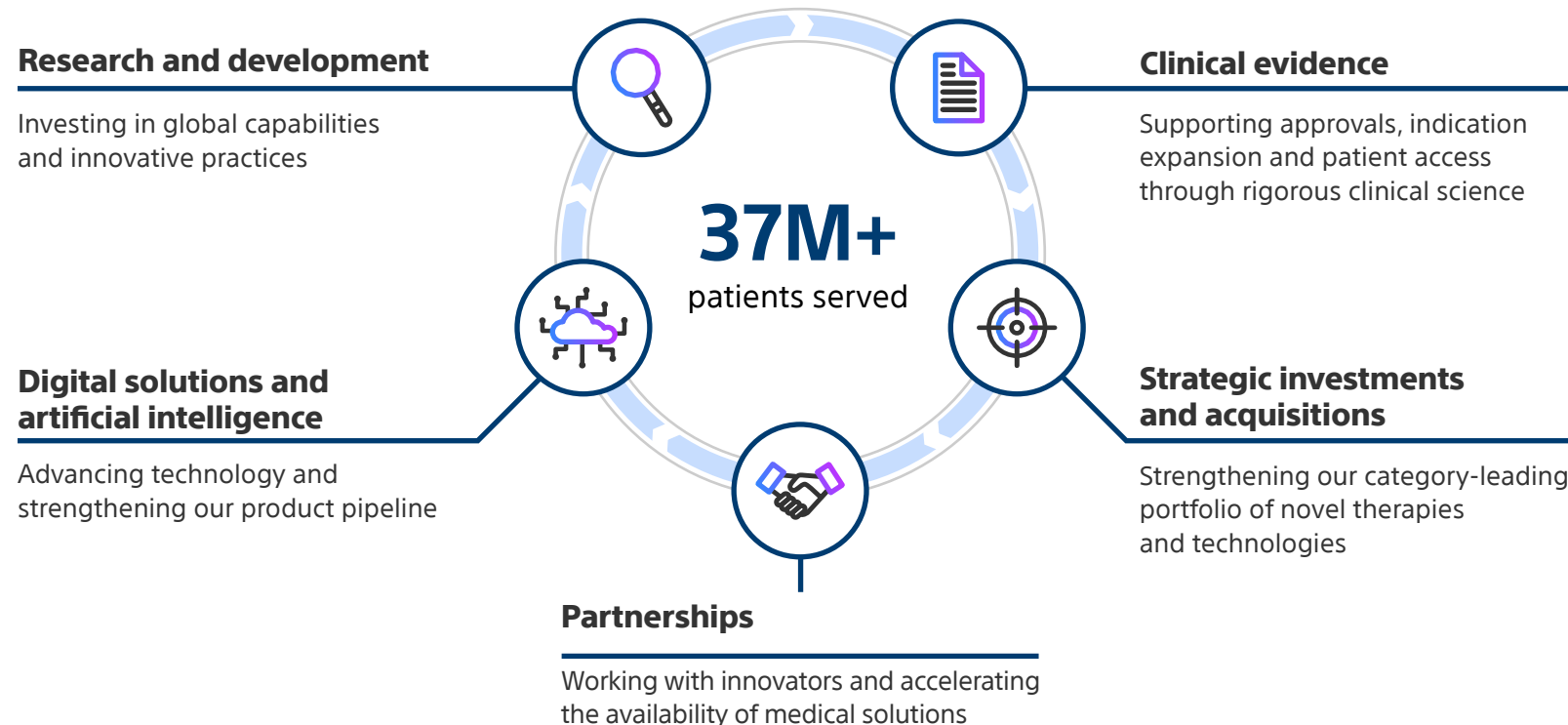
## Why it matters

When we offer new solutions to address unmet patient needs, we help improve health outcomes for more people and communities globally.

In 2023, our teams accelerated research and development (R&D), expanded digital platforms to advance care, broke down barriers to health equity, and upheld rigorous quality standards to transform lives and serve more than 37 million patients.

## Innovating to improve patient lives

At Boston Scientific, meeting patient needs begins with making innovation a priority. Our global ecosystem of innovation focuses on five key areas.



### Policies and related links:

[How we approach quality](#)

[Close the Gap: our health equity program](#)

**~90**  
new products  
launched

**33%**  
total net sales from  
products released  
over the past  
three years<sup>2</sup>

**\$1.4B**  
annual R&D spend<sup>1</sup>

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

<sup>2</sup> This is inclusive of products acquired through strategic acquisitions.

## Research and development

R&D is the foundation of our category-leading solutions. In 2023, our relentless pursuit of innovation was fueled by investing 9.9%<sup>1</sup> of sales in R&D with a keen focus on quality and patient safety. We closely monitor product performance to identify next-generation improvements as well as technologies to address unmet clinical needs.

Boston Scientific has 10 R&D Centers of Excellence in the United States (U.S.), Ireland, Costa Rica and China for new product development. In each center, engineers and scientists who specialize in key areas of product performance collaborate and share best practices to create products that enhance patient care.

We also have Innovation Centers that host visiting customers and physicians to share insights about our devices based on their clinical experience. The centers address various aspects of innovation, including patient-centered product development, sustainable design and the process for taking new medical solutions from prototype to production. In 2023, we opened our latest Innovation Center at the company's headquarters in Marlborough, Massachusetts.

# 9.9%<sup>1</sup>

of sales invested in R&D

<sup>1</sup> Represents GAAP R&D expense as a percentage of GAAP net sales per Annual Report on Form 10-K.



## Clinical evidence

Rigorous clinical science and evidence drive our product breakthroughs. Our most promising new solutions are evaluated through robust pre-clinical and clinical trials. The clinicians and teams who conduct this work prioritize safety, effectiveness, equitable access and patient outcomes. The Boston Scientific bioethics committee provides guidance and addresses any bioethical concerns that arise in our development processes as well as in pre-clinical and clinical trials.

Our biological science and engineering teams use in-vitro and in-vivo research to examine each product's performance and potential. Their research involves advanced imaging and testing by toxicologists and biocompatibility scientists to produce critical safety data.

Boston Scientific ethical guidelines govern all clinical processes, including our adherence to external regulations and to the industry's highest level of safety and quality criteria. We publicly report the outcomes of our research and submit findings to regulators.

The U.S. Food and Drug Administration (FDA) and global regulatory bodies require that when new materials are used in medical devices, 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. We strictly abide by the concept of the three Rs — replacement, reduction and refinement of animal use — and we are accredited by the Association for Assessment and Accreditation of Laboratory Animal Care (AAALAC). 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 AAALAC. Whenever feasible and scientifically valid, we use alternative testing led by our Pre-Clinical R&D Center of Excellence for Biological Innovation.



## Pre-clinical science

We conduct comprehensive research into the efficacy and safety of our devices before progressing to human trials. Our pre-clinical teams uphold stringent standards governing training practices, product testing and regulatory compliance.

## Clinical trials

We document the safe and effective performance of our products by designing and executing state-of-the-art clinical trials in conjunction with external experts and regulatory bodies. These studies may be required for pre-approval to gain market access or post-approval to monitor safety and efficacy as well as to generate evidence that supports expanding indications and access to new patient populations. We routinely evaluate outcomes of key importance to patients, providers, payers and physicians.

Read about our progress in [clinical trial diversity](#) later in this section.

### 2023 clinical trial enrollment

# 63

active trials

# 23,000

patients enrolled globally



“The ADVENT clinical trial results for the FARAPULSE™ Pulsed Field Ablation (PFA) System are impressive given the rigor of the trial design. The system’s proven safety and efficacy combined with superior procedural efficiency will allow physicians to treat more of the nearly 38 million individuals living with atrial fibrillation (AF) globally.”

**Brad Sutton, M.D.**  
 Chief Medical Officer, AF Solutions

## Strategic investments and acquisitions

We invest in and acquire emerging technologies, early-stage companies and commercial businesses to expand our capacity to transform lives. Our venture portfolio and acquisition strategy prioritize novel therapies and technologies in high-growth, adjacent markets. The company's strategic investment decisions focus on innovations that increase our ability to address complex conditions and diseases and build on our category leadership strategy.



Learn more about Boston Scientific acquisitions and other [business news](#).



### 2023 investment and acquisition highlights

#### More options for patients who can benefit from endoscopic procedures

With the integration of [Apollo Endosurgery, Inc.](#) and its products that complement our endoluminal surgery options, we are building a broader portfolio of solutions for less invasive alternatives to open and laparoscopic surgery. For patients with gastrointestinal diseases or suffering from obesity, less invasive endoscopic procedures offer the potential for lower rates of complications and faster recovery.



Apollo OverStitch™ NXT System

#### Access to implant-free treatment for chronic low back pain

Our [acquisition of Relivant Medsystems, Inc.](#) significantly augments our neuromodulation team's work to help people living with vertebrogenic pain, a form of low back pain caused by damaged vertebra. Of the 30 million people in the U.S. with chronic low back pain, one in six is likely to have vertebrogenic pain. Relivant's implant-free nerve ablation system is the only therapy cleared by the U.S. FDA to treat this often debilitating condition.



Relivant Medsystems' Intracept® Intraosseous Nerve Ablation System

#### Additional solutions and access for patients who need interventional procedures

We [acquired a majority stake](#) in the Chinese medtech company Acotec Scientific Holdings Limited (Acotec), enabling us to offer more physicians and patients access to a range of interventional procedures. Acotec is a leader in medical solutions such as drug-coated balloons and ablation technologies used to treat vascular and other diseases, with more than 20 other products under development.



Acotec's AcoArt Orchid®



## Partnerships

Our collaboration with leading experts, providers, academic institutions, and other private and public organizations accelerates the availability of medical solutions and makes them more accessible globally. In our third year of collaboration with the Massachusetts Institute of Technology (MIT) and IBM Research, we identified additional ways to design the next iterations of artificial intelligence (AI)-enhanced devices. We continued our work with IBM to break new ground in [solutions for chronic pain](#).

As a strategic advisor to the Israel-based medtech incubator MEDX Xelerator, we continued working with innovators who share our purpose to develop emerging technologies in interventional cardiology, urology, interventional oncology and robotics.



### Health care provider education and engagement

#### Institutes for Advancing Science

At each of our Institutes for Advancing Science (IAS), we drive quality by ensuring that health care providers understand how to use our products and technology through education, product simulations and training. In 2023, we opened a new IAS in Costa Rica at the Coyal facility, where our team trained more than 300 health care providers from Latin America. At our IAS in Shanghai, we marked 10 years of collaboration with the region's top medical universities, scientists and physicians. Boston Scientific now has more than 20 Institutes throughout Asia Pacific, Europe, Middle East, Africa and Latin America.

#### EDUCARE and ExpertLink

We are increasing access and availability of training and education programs through remote platforms. In 2023, over 59,000 health care professionals in approximately 145 countries accessed our growing EDUCARE platform for on-demand medical education, case studies, procedural videos and interactive training tools.

Boston Scientific ExpertLink remote connectivity solutions enable providers to connect with our clinical and technical experts, whenever and wherever they need. The solutions include our remote preceptorships, proctorships, case support and equipment assistance to help providers deliver care to patients.



Since 2020, two IAS buses in China equipped with procedure simulators and device models have traveled to over 70 cities to train providers on our latest technologies for treating heart disease, diabetes and cancer.



A new IAS in Costa Rica serves Latin America and includes a catheter lab for testing and training.



In Europe, the Middle East and Africa (EMEA), we support the needs of over 5,000 customers through seven IAS locations, including our recent expansion in Madrid.

## Digital solutions and artificial intelligence

The Boston Scientific digital and AI infrastructure responsibly supports our product pipelines, keeps physicians connected with patients globally and enables more people to actively participate in managing their health care. Patient safety is at the heart of everything we do, and it includes the privacy and protection of patient data.

| Read more in the [Performance with integrity](#) section of this report for information about how we protect patient data and privacy.

Through our [RhythmCARE™](#) support hub, solutions and therapy experts provide real-time and on-demand support to physicians regardless of their location or time zone.

| See how Boston Scientific provides real-time remote support to physicians in this [BBC StoryWorks short film](#).



In our Urology business, Boston Scientific received [FDA clearance](#) for the [LithoVue Elite™](#) digital flexible ureteroscope. This solution offers real-time pressure monitoring and imaging so urologists can make data-informed decisions during kidney stone procedures. The ADVANTICS™ Left Atrial Appendage Closure (LAAC) Solution helps providers prevent AF-related stroke by identifying patients who are candidates for LAAC therapy. In 2023, physicians in five European countries used the ADVANTICS™ digital integrated dashboard to monitor over 500 hospital patients and reported a 35% increase in timely cardiac interventions.

We continued partnering with the U.S. FDA Digital Health Center of Excellence, sharing knowledge and engaging in public dialogue about regulatory processes. As a member of the [Medical Device Innovation Consortium](#) (MDIC), we consulted with the FDA on Predetermined Change Control Plans (PCCP), a mechanism for companies to gain pre-approval to make software changes to medical devices. PCCP will ultimately enable faster delivery of digital health products to patients. To help patients monitor their health, we have also been working with industry peers, the FDA and MDIC on software interoperability for medical devices, including smartphones.





## Artificial intelligence with purpose

Boston Scientific looks to embed AI where it is a proven contributor to faster, better patient diagnoses, treatments and outcomes. By supporting earlier diagnoses and treatment, optimizing decision making and expanding access to care, AI is elevating our ability to change and save lives.

Listen to the [Boston Scientific Talks](#) podcast for more on AI's role in the future of medtech.

### Earlier diagnosis and treatment

Doctors already rely on data-based analysis for early detection and diagnosis of health risks. Deep learning, a type of advanced AI, uses vast networks and layers of datasets to make processes faster and more accurate. AI-supported products also help patients better monitor their health and enable physicians to better manage clinical data by assisting treatment decisions. Our [HeartLogic™ Heart Failure Diagnostic](#) remote monitoring system detects early signs of worsening heart failure and the [BeatLogic™](#) machine learning-supported algorithm for wearable cardiac devices detects variations in heart rhythm data so physicians can be notified quickly and take appropriate action.

### Optimized physician decision making

Doctors use our AI tools to complement performance and decision making while performing complex procedures. One of our solutions is the [AVVIGO™+ Multi-Modality Guidance System](#) for intravascular imaging, which helps even the most experienced practitioners measure and assess lesions to perform more efficient and durable stent procedures.

### Improved patient access

Boston Scientific is applying AI to facilitate better access to care, including solutions that offer doctors immediate patient analytics. For example, our [Cognita™ Practice Optimization](#) system helps patients with chronic pain find specialists while assisting doctors with data-based treatment plans. We are also enhancing the delivery of devices to clinical settings with AI-supported device inspections.

“The same rigor that goes into developing high-quality products applies to our use of AI. We strive to understand the right problems to solve and innovate to address key patient needs while reducing risks.”

Sandra Nagale, Ph.D.

Director, Digital Health Products and Platforms



# Ensuring quality, health and safety

In all the work we do, our highest priority is to ensure that our products are safe and reliable. Quality is embedded in every development process, including product design and testing. All employees share responsibility for product quality and patient safety and are supported by:

- Mandatory quality training for all employees
- A global quality system that integrates customer feedback and regulatory requirements
- The Boston Scientific Best<sup>4</sup> strategy

Our teams integrated more emerging technologies into global quality processes in 2023. This included Robotic Process Automation, which helps make our quality system processes more precise and efficient. Our teams used robotics to confirm the findings of visual product inspections, predict how devices will perform in the field, monitor product life cycles to inform future iterations and support investigations into complaints quickly and accurately.

## Quality strategy and results

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

## Best<sup>4</sup> quality results

METRIC	2022 RESULTS	2023 RESULTS	2024 FOCUS AREAS
<b>Culture</b> Foster a culture that makes our quality policy real for every employee	<b>18% of self-identified corrective and preventative actions (CAPAs)</b> considered preventative	<b>20% of self-identified CAPAs</b> considered preventative	<ul style="list-style-type: none"> <li>Continue to identify preventative CAPA opportunities, recognize preventative quality achievements</li> <li>Promote improved product performance through increased employee connection to patient experience</li> </ul>
<b>Agility</b> Reduce complexity, remove obstacles and quickly adapt to changing business needs	<b>\$42 million</b> in savings through quality systems improvements	<b>\$33 million savings</b> through quality systems improvements	<ul style="list-style-type: none"> <li>Identify savings through quality systems improvements</li> <li>Continue expanding use of technology across quality processes, with focus on predictive analytics and preventative quality</li> </ul>
<b>Performance</b> Deliver the best products, services and solutions for patients and customers	Five-year complaint rate trend: <b>36.5% overall reduction since 2018</b>  <b>97% effectiveness</b> in CAPA metrics and <b>99% on-time</b> CAPA approvals	Five-year complaint rate trend: <b>24.2% overall reduction since 2019</b>  <b>97% effectiveness</b> in CAPA metrics and <b>99% on-time</b> CAPA approvals	<ul style="list-style-type: none"> <li>Continuous reduction in overall complaint rate</li> <li>Maintain quality performance excellence</li> </ul>
<b>Compliance</b> Uphold all global laws and regulations as we adhere to our single quality system	<b>Zero findings resulting in action</b> following more than <b>325 external audit days</b>	<b>Zero findings resulting in action</b> following more than <b>415 external audit days</b>	<ul style="list-style-type: none"> <li>Continue implementation of EU MDR and product transitions to EU MDR requirements throughout 2024</li> <li>Zero findings resulting in action</li> </ul>

### 2023 recalls:

- Class I recalls: 0
- Class II recalls: 10

See the [Performance with integrity](#) section of this report for more information about our supplier quality.





## The quality and value connection: Q&A

### Roz Burke

Senior Vice President, Global Quality and Regulatory



#### What is the business value-add of the Best<sup>4</sup> quality strategy?

People often equate quality with compliance, but our Best<sup>4</sup> framework goes far beyond that by also emphasizing culture, agility and performance. Considering quality through this broader strategic lens allows us to take a unified approach to improving systems and removing complexity, making us more agile as we provide quality consistently everywhere we operate in the world.

#### What achievement in 2023 helps tell the quality story at Boston Scientific?

We invest heavily in systems, training and processes focused on preventative action at every stage of development, starting with design. In 2023, our teams continued to improve the percentage of self-identified preventative CAPAs.

#### How do you explain the company's strong quality metrics year over year?

Quality advances at Boston Scientific are the result of a "one company" mindset and system. This is where culture comes in: Every employee feels personally connected to the patient experience and understands their role in helping change and save lives. We reinforce that connection through education, recognition and celebration of our commitment to quality.

#### How does the company reinforce the employee quality connection?

Our global award program, Recognize Success, honors teams and leaders for their contributions to improved quality and patient care. In 2023, we recognized employees companywide, from business units like Peripheral Interventions and functions like Commercial Services and Technology. We also launched a quality award category reinforcing our focus on prevention, which received more than 200 nominations. Recognize Success builds on programs like our Everyone Makes an Impact (EMAI) events.

## Employee commitment to quality

Each year, our sites around the globe host EMAI events to reaffirm our commitment to quality and highlight inspiring patient stories. Thousands of employees attend the events either virtually or in person to hear patients talk about how their lives were changed after being treated with Boston Scientific solutions. People from all parts of the business see for themselves the real impact of our work.



# Advancing health access and equity

Social and economic factors can hinder people’s ability to live long and healthy lives. Our teams work to make our products more accessible to patients around the globe, reduce barriers to care for underserved populations and increase diversity in clinical research.

## Health economics and market access

We work hard to ensure people can access the products and services they need to live fuller, healthier lives. The Health Economics and Market Access (HEMA) team uses economic analysis, clinical outcomes and real-world data to demonstrate the value of our products. They share this evidence with health care payers and providers to advocate for policies that make care affordable and within geographical reach for people who need them.



## 2023 highlights of HEMA’s achievements in global health economics:

### Global evidence generation

The HEMA team published 24 peer-reviewed health economics manuscripts and 31 peer-reviewed abstracts, expanding the global evidence for payers and other purchasing decision makers.

### Vietnam

Collaborated to secure reimbursement at two major hospitals for [rotational atherectomy](#), a coronary intervention technology that improves outcomes for patients with complex, calcified coronary lesions.

### U.S.

Gained approval for Medicare payment of outpatient treatment with two endobariatric devices that aid in weight loss for patients suffering from obesity.

### Scotland

Established national reimbursement for [TheraSphere™ Y-90 Glass Microspheres](#), our minimally invasive, well-tolerated interventional treatment for patients with hepatocellular carcinoma.

### China

Received reimbursement approval for patients with conditions treated by 26 Boston Scientific products across many of our businesses.

### Australia

Gained reimbursement approval for [FARAPULSE™ PFA System](#), expanding access for patients with AF who benefit from targeted cardiac ablation to prevent stroke, with reduced risk of complications.

### South Africa

Negotiated 100% government insurance reimbursement for the [EMBLEM™ MRI S-ICD System](#), giving low-income patients access to protection from sudden cardiac death.

### Belgium, Netherlands, France

Protected patient access by mitigating initiatives to decrease payment rates for our products.



## Closing the gap for underserved patients

For more than two decades through our [Close the Gap](#) (CTG) initiative, Boston Scientific has worked to reduce inequities in life- and limb-saving care for women and people of color. CTG addresses the systemic barriers to specialty care and interventions faced by underserved patients who live with [cardiovascular disease](#) in the U.S.

### Key intervention areas:



#### Health system improvements

Engage with health care institutions to close treatment gaps



#### Equitable care advocacy

Raise awareness of health disparities



#### Clinical trial diversity

Increase diverse representation in our research

In 2023, we collaborated with over 70 customers to close treatment gaps in their communities. One customer, MedStar Health, developed an action plan informed by CTG's Disparity Index Tool, a resource that uses published epidemiological studies and local claims data to create a snapshot of treatment inequities. As a result, MedStar Health has helped advance health equity in Baltimore, particularly at MedStar Harbor Hospital where progress included a 10% increase in timely post discharge follow-up visits and a jump from #25 to #2 in Maryland's rankings to reduce hospital readmissions, an important disparity gap measure.

Learn more about [the impact of our work](#) with the MedStar Health system in Baltimore.



"Boston Scientific's broad and objective data allowed us to show the disparities to other stakeholders in our system. It gave us the push we needed to do more for our underserved patients in alignment with our existing population health initiatives."

Luke Carlson, M.D., M.P.H.

Medical Director, Care Transformation, MedStar Health, Baltimore Region

## Diversity in medical research

We believe people who participate in clinical trials, as well as trial leaders, should demographically reflect the patients who will be helped by the devices being studied. This especially includes people who have been historically underrepresented in research. We made more strides with the [ELEGANCE post-market study](#) for patients diagnosed with peripheral artery disease (PAD), which disproportionately affects women and underrepresented groups. The registry includes novel design elements aimed at enrolling at least 40% women and 40% underrepresented groups. In 2023, we received approval to expand the registry from 1,500 to 2,500 people.

In 2023, we continued this work through our latest WATCHMAN FLX™ Pro Left Atrial Appendage clinical trial, HEAL-LAA. A minimum of 200 diverse patients will be included in the study, approximately 20% of all participants.



## Global health grants

Our global and U.S. Signature Health Grant program supports education and development for health care workers in vulnerable communities worldwide. To help offset a World Health Organization projected shortfall of 10 million health care workers by 2030, we collaborate with organizations that train medical staff to conduct disease screenings. In 2023, we gave more than \$667,000 in grants to support the following six health care initiatives, all of which helped strengthen the capabilities of health care workers.

- Training health care workers in Colombia**  
 Advancing our work with Project HOPE to train health care workers near the Venezuela border who provide cardiovascular, diabetes, kidney and cancer care.
- Advancing pediatric care in India**  
 Working with Children’s HeartLink to help the Rabindranath Tagore International Institute of Cardiac Services in Kolkata, West Bengal become a center of excellence for children born with congenital heart defects.
- Battling cancer in Massachusetts and Minnesota**  
 Supporting the American Cancer Society to prepare peer navigator trainees who play a pivotal role in colorectal cancer screening and care.
- Reducing inequities in cancer care in Minnesota**  
 Working with the University of Minnesota Foundation on an internship program for health professionals who, after being certified as community health workers, will help reduce inequities in cancer screening and care.
- Supporting chronic disease screening in Texas**  
 Through Project HOPE, training community health care workers at a free clinic that provides chronic disease screenings for low-income patients so they can train staff at other local clinics.
- Training community health workers in Peru**  
 Supporting a new Partners in Health program that trains community health care workers serving low-income patients in North Lima.



Wendy Carruthers, Executive Vice President, Human Resources, received the Project HOPE 2023 Global Health Partner Award on behalf of Boston Scientific from Project HOPE CEO Rabih Torbay for 26 years of support. Photo courtesy of Project HOPE.

Since our Signature Health Grant program started in 2016, we have helped train 8,800+ community health professionals in seven countries through various initiatives. Our community outreach has also resulted in over 107,700 health care screenings that have led to chronic disease diagnoses for more than 7,800 people.

For more examples of our community work, see the [Empowered people](#) section of this report.

Learn more about our impact around the world through the [Boston Scientific foundations](#).



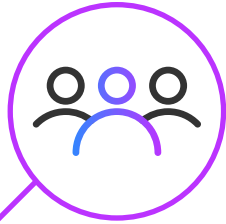
## Advancing care in India

In India we have trained hundreds of practitioners since 2021, and our commitment to advancing care in that country continued throughout 2023:

- We entered into a Memorandum of Understanding with the Healthcare Sector Skill Council to train practitioners in advanced cardiac care techniques.
- We worked with the local nonprofit People to People Health Foundation and with a hospital in Ahmedabad to staff a mobile blood bank that made blood donation drives across the State of Gujarat in 2023.







# Empowered people

We invest in our people and unite our diverse communities through global collaboration.

## In this section:



- 26 // Developing our global workforce
- 32 // Fostering a diverse, equitable and inclusive workplace
- 35 // Caring for our employees
- 37 // Working with our communities



**99%+**  
pay equity

**43.5%**  
women in mid-level leadership<sup>1</sup> roles (*global*)

**\$76M+**  
contributions for medical research, fellowships, education and charitable organizations globally

**22.6%**  
multicultural talent in mid-level leadership<sup>1</sup> roles (*U.S./Puerto Rico*)

<sup>1</sup> Mid-level leadership includes managers, principals, senior managers and fellows.

## Why it matters

We are a company of more than 48,000 people in 52 countries focused on delivering solutions that change and save lives.

Boston Scientific is defined by the collective talent and passion of our people. In 2023, we invested in the development and success of our employees and reinforced our shared [values](#) and commitment to make our company a place where everyone feels they belong. We continued to prioritize fostering a diverse and equitable workplace and enabling employees to contribute to the communities where they live and work.

## Developing our global workforce

We believe when our employees learn and grow in careers that matter, we will advance our mission together. Our global talent practices reflect the company’s commitment to career development, well-being, diversity, equity and inclusion (DE&I). In 2023, we deepened our pipeline of future business leaders and innovators by welcoming new talent and accelerating the advancement of employees across the organization.

### 2023 global hiring

**30%**

Professional level roles<sup>1</sup> filled by internal talent

**23%**

of hires from internal referrals

**72%**

of open positions at director level and above hired from within

<sup>1</sup> Professional level roles include regular and defined-term indirect labor positions.



### Policies and related links:

[BenefitsConnect Global Benefits](#)

[Boston Scientific Foundation](#)

[Boston Scientific Foundation Europe](#)

[Careers at Boston Scientific](#)

[DE&I at Boston Scientific](#)

[Environment, Health & Safety Policy](#)

[Equal Employment Opportunity Policy](#)

[Global Community Engagement](#)

[How we approach talent development](#)







## Talent attraction

We use inclusive recruitment and skills-based hiring to find the best talent for every role in our company. We consider candidates' abilities, knowledge and experience to attract a broad pool of talent from diverse backgrounds and industries.

In 2023, Boston Scientific strengthened collaborations with 79 universities and professional organizations around the world that advocate for the advancement of opportunities for people from underrepresented communities. We also prioritized our work with partners that prepare diverse talent for career opportunities. These include the United States (U.S.) [Department of Defense SkillBridge Program](#) for transitioning military members and the [Medical Sales College](#) scholarship program for students traditionally underrepresented in our industry.

Our recent investments in new technology and resources amplified our efforts to attract talent. We implemented new candidate relationship management technology to enhance the candidate experience when applying for roles. For example, the technology leverages artificial intelligence (AI) to match the skills of internal and external candidates with open roles in the company. In addition to improving our capacity to identify talent, we created pipeline programs like BOOST, which matches early- and mid-career Black employees who are new to our industry with company leaders who serve as mentors.

Learn more about our [recruiting partners](#), as well as our [global career opportunities](#).



Boston Scientific builds partnerships with local universities to connect with students and recent graduates. In 2023, Hamza Rabhi joined our one-year biomedical engineering graduate program in Belgium.

Learn more about [Hamza's story](#) and our graduate recruitment outreach in Europe, Middle East and Africa (EMEA).

"Skills-based hiring can help reduce bias, save time and money, promote fairness and equity, and increase the likelihood of finding the most qualified person for the job."

**Tracy Joyner**

Senior Program Manager, Diversity, Equity and Inclusion Talent Attraction





## Fueling growth through talent: Q&A

### Lisa Considine

Vice President, Global Talent



#### What accomplishments are you most proud of in 2023?

It was a year of global collaboration as we rolled out a new global career framework to reinforce transparency and consistency, and help employees and job candidates navigate opportunities more seamlessly. We also invested in technology that makes it faster and easier to apply for jobs, onboard, develop skills and advance careers. We enhanced many of our leadership programs, implemented a pilot to accelerate women into profit and loss (P&L) leadership roles and gained momentum on the movement of talent across regions and divisions.

#### How are digital investments helping drive our talent strategy?

Our technology investments are centered on enhancing the employee and candidate experience. This includes supporting candidate outreach and interview scheduling, leveraging generative AI to increase productivity and equipping our employees with tools and resources to manage their job responsibilities and well-being. We launched talent development dashboards to enhance organizational effectiveness and help leaders determine if we have the right skills in the right locations globally.

#### How does employee feedback contribute to the company's culture and people's experience on the job?

Gathering continuous feedback from employees is critical to fostering an inclusive culture that supports innovation and high performance. This allows us to act on employee insights, including engagement surveys, manager feedback, real-time pulse surveys and focus groups. Whether it's our GROW program, which was inspired by feedback from product builders, or the HR portal we designed with focus group input, we implement ideas that come directly from our people.

#### What are the company's priorities for talent management and where do you envision progress?

We are prioritizing the continued movement of talent across regions and divisions. Using data-driven insights, we will continue to better understand our global talent footprint and be strategic about talent development and movement. We are excited to see increasing participation in our GROW program and the continued movement of more product builders into leadership roles. Through our science, technology, engineering and mathematics (STEM) outreach to our communities, we are also building a pipeline of future talent.

## Career development

Our business is built on the expertise and ingenuity of our people around the world. The company's talent experts collaborate with people leaders to integrate learning into the flow of work, connecting new concepts and trends with day-to-day responsibilities. We use a continuous performance management framework to ensure employees have ongoing conversations with their managers about performance expectations and development.

Read more about our programs, partnerships and how we approach [talent development](#).

### 2023 learning and education

# 3,200+

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

# ~41,800

employees accessed Boston Scientific education and training resources

# \$2.7M+

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



## GROW: Increasing valuable work experiences

Employee enrollment in the Boston Scientific GROW program (**Give Real Opportunities for Valuable Work Experience**) continued to increase in 2023. We started GROW in Ireland after talking with product builders interested in advancing their careers, then expanded globally with tracks for builders, technicians and other individual contributors in our supply chain function. The program's hands-on training and classroom sessions include coaching and support from people leaders throughout the business.

We have GROW programs active in 10 sites across the U.S., Costa Rica, Ireland and Malaysia with continued plans for expansion. GROW graduates have increased from 28 in 2016, the program's first year, to 733 in 2023. Since the program's inception, more than 26% of graduates have been promoted to new roles in the company.



Manufacturing Technician and GROW graduate Joe Yabandith receiving his certificate of completion from Site Lead Lisa Hanson during Maple Grove's largest GROW graduation to date.



## Sparking an early interest in STEM

TeenGROW is a talent development program for teenage family members of Boston Scientific employees. Through this program, we provide visibility to career paths, experiences with STEM-related activities and volunteer opportunities that benefit the local community. TeenGROW began in our Cork, Ireland, site and was piloted in our Arden Hills, Minnesota, facility in 2023.



Participants of the TeenGROW Arden Hills pilot.

"I feel very proud to be part of the Boston Scientific culture and truly appreciate the professional growth opportunities the GROW program provides."

**Nasim Jahan**

Group Lead, Sales Support and GROW graduate



"The purpose of TeenGROW is to stoke a passion for STEM early. I've seen kids go from TeenGROW in the classroom to gaining real-world experience on our production lines to becoming qualified engineers."

**Ronan Emmett**

Talent Development Manager and GROW Co-Founder, Cork, Ireland

## Leadership impact

Our people leaders are instrumental in shaping our culture, driving performance and achieving the goals of the organization. The skills our leaders need to succeed are continuing to evolve with technological advancements, shifting demographics and workplace dynamics. We continue to develop leaders who are adaptable, empathetic, inclusive and forward-thinking, capable of driving positive change and inspiring their teams to achieve shared goals. Our new global career framework provides additional job levels to allow for growth and opportunity within the organization over time. With this emphasis on developing our people, we continued enhancing our [global career development offerings](#):

- We rolled out enhancements to our Accelerated Leadership Development Program (ALDP), an eight-month program for directors and vice presidents who have the potential to serve in more senior roles. We increased our focus on globalization and emerging markets, including immersive experiences at our Costa Rica location to enhance supply chain and commercial acumen.
- Our leadership offerings also included the 12-month People Leader Experience for new people leaders and Manager Pathways for managers with two or more years of leadership experience. In addition, more than 150 leaders graduated from the Advanced Manager Experience, a global development initiative for senior people managers who have the potential for taking on larger, more complex leadership roles.

Leveraging the growing adoption of technology, we held a three-day virtual global leadership summit focused on strengthening leadership capabilities to advance our culture. More than 6,000 leaders from 40 countries participated.

## Leadership pipeline

Boston Scientific regional, functional and divisional leaders meet regularly to assess their teams' performance and development plans. We continue to improve talent processes for those with the potential and desire to advance at Boston Scientific. The Executive Committee conducts quarterly and annual talent reviews to gain insights on succession depth and agree on actions to accelerate the development of talent. The Board of Directors receives regular talent updates and conducts a formal annual review of CEO succession plans and development actions for senior positions. In 2023, we strengthened succession processes with a new matrix focused on emerging talent who aspire to general manager roles and general managers preparing for more senior roles.

Read more about how we approach [talent development](#).



We partnered with the Instituto Tecnológico y de Estudios Superiores de Monterrey in Mexico to help equip employees with advanced digital capabilities. The program has expanded to include employees in Chile, Costa Rica and Puerto Rico.



## APAC Inside

Boston Scientific in Asia Pacific (APAC) is fostering global collaboration and diversity through its APAC Inside strategy. The strategy includes global and regional talent exchanges to partner deep local expertise with networked and experienced divisional expertise. This selective and strategic movement of talent fosters cross-cultural communication, spurs innovation and provides pivotal career opportunities as we better serve patients in APAC.

“Working in Singapore provided a deeper appreciation for our global market challenges and opportunities. Every day, I strive to embody a global mindset by being a collective voice for the international markets and educating others on the experiences I learned abroad.”

### Melissa Graves

Group Product Manager, Prostate Health, Marlborough, Massachusetts



## Listening to employees

Our best ideas come from our people, and we actively solicit employee input to ensure employees can share their perspectives freely. The company invests in communications channels that give employees options to voice their opinions, ask questions and provide candid feedback. We assess the results of voluntary employee surveys and focus groups to determine where employees may need more or different resources to support their success.

## Employee engagement survey

We conducted a global employee engagement survey in 2023 that asked people about their jobs, company leadership, development opportunities and our work environment. To make it easy for employees to participate, we promoted quick response (QR) codes with survey links and made tablets available at manufacturing sites. We recorded an 81% response rate and favorable scores for being treated with dignity and respect (88%), feeling a sense of belonging (84%) and recommending BSC as a great place to work (85%). An important marker of employee success and satisfaction is engagement, which is also a key component of our environmental, social and governance (ESG) scorecard.

Learn more about our ESG scorecard in our [2024 Proxy Statement](#).

### 2023 employee engagement survey

# 91%

of employees reported feeling proud to work at Boston Scientific

## 2023 employee engagement survey results

	2021	2022	2023
Employee engagement score	80%	80%	79%
Percent of employees who reported that our workplace culture is inclusive	80%	76%	80%
Percent of employees who reported feeling proud to work here	89%	88%	91%
Percent of employees who recommend Boston Scientific as a great place to work	83%	85%	85%



# Fostering a diverse, equitable and inclusive workplace

Innovation and business success are possible when our employees can be themselves at work. Our company prioritizes inclusion and works to ensure our people reflect the diversity of our customers, their patients and the communities in which we live and operate. In keeping with our [core values](#), our programs and practices reinforce equitable opportunities for growth and drive long-term impact across our organization.

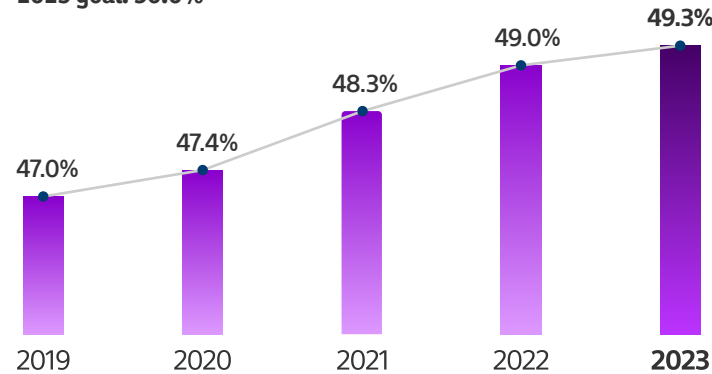
## Diversity at all levels

Our DE&I strategy focuses on inclusively attracting talent, investing in employee development and creating a culture that encourages people to stay at Boston Scientific. In 2023, we continued to increase representation of women and multicultural talent at all levels as we transitioned to our new global career framework aimed at providing equitable career progression opportunities for everyone at Boston Scientific. We'll continue to listen and learn to drive impact in our strategic DE&I programs focused on reducing disparities at different career stages, improving employee engagement and inclusive culture scores, and being a top-recognized leader for global workplace inclusion.

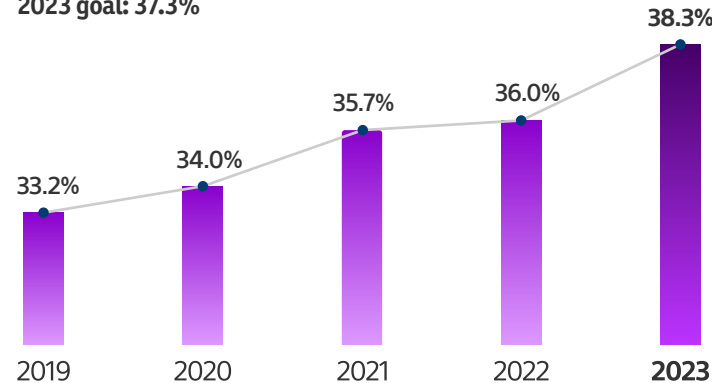
[Learn more about our DE&I progress.](#)

### Progress at all levels

**Women<sup>1</sup> (global)**  
2023 goal: 50.0%



**Multicultural<sup>2</sup> talent (U.S./Puerto Rico)**  
2023 goal: 37.3%



### 2030 aspirational goal: Diversity in leadership

Since 2018, we have set and shared goals focused on increasing leadership opportunities for multicultural talent and women. Our new 2030 goals focus on pivotal mid-level leadership positions that are a critical feeder pool to senior level positions, provide guidance and support to early career employees, and have broad influence on our strategic success.

#### 2030<sup>3</sup> aspirational goals

**50%**

women in mid-level leadership<sup>4</sup> roles (global), from a 43.5% baseline in 2023

**27%**

multicultural talent in mid-level leadership<sup>4</sup> roles (U.S./Puerto Rico), from a 22.6% baseline in 2023

Progress toward these objectives is a component of our ESG scorecard, which is part of our annual employee bonus program.

[For additional information about our ESG scorecard, please see the company's 2024 Proxy Statement.](#)

<sup>1</sup> Gender: Includes all employees globally where gender is identified. Excludes any employees where gender is "undeclared" and "unknown."

<sup>2</sup> Multicultural talent: In the U.S. and Puerto Rico, defined as African American/Black, Asian, Hispanic/Latino, American Indian/Alaskan, Native Hawaiian/Other Pacific Islander and two or more races. Excludes any employees who choose not to self-identify.

<sup>3</sup> Goal expected to be completed by 12/31/2029.

<sup>4</sup> Mid-level leadership: includes managers, principals, senior managers and fellows.



## Inclusive development

We design programming to ensure women and multicultural talent are fully represented in our offerings. In 2023, Boston Scientific launched a pilot program to help prepare our women in the workplace for senior leadership P&L roles. The program provides immersive experiences, executive sponsorship, coaching and focused development planning. We also offer targeted programs such as EXCElerate for high-potential women and multicultural talent, Diverse Leaders of Tomorrow for diverse talent and their managers, and Accelerated Diverse Talent for women and multicultural talent interested in more senior roles.

## Racism and unconscious bias

All employees are required to complete unconscious bias training, and our Anti-Racism & Cultural History (ARCH) program is required for people leaders and recommended for individual contributors. We expect every people leader to develop and implement an inclusion and engagement plan and to follow inclusive recruiting and hiring guidelines. When hiring or promoting senior leaders, we consider how they have demonstrated inclusive behaviors. We review job descriptions for unconscious bias and used AI in 2023 to help detect language that may unintentionally suggest bias based on gender, race or ethnicity.

For complete descriptions of our development programs, see how we approach [talent development](#).

Learn more about our [DE&I goals and strategy](#).

We are proud of our [award-winning efforts](#) to create an inclusive and diverse workplace.



Boston Scientific in Costa Rica received the Gender Equality Seal from the National Women's Institute for its efforts to promote a culture of inclusion across our Costa Rica sites. The distinction recognizes high performance in equal access opportunities, pay conditions and strategies for work-life balance. We were the first medical device company in Costa Rica to receive this certification.

“The Accelerated Diverse Talent program has been instrumental in shaping my career. It helped accelerate my growth and highlighted the company’s commitment to nurturing a diverse leadership pipeline.”

**Arturo Alfaro**

Senior Regional Sales Manager, Bariatric Endoluminal Surgery





## Employee resource groups

[Employee resource groups \(ERGs\)](#) at Boston Scientific are company-sponsored, employee-led groups organized around women, race and ethnicity, veteran status, career stage, sexual orientation and gender identity, among other affiliations. Employees are welcome to join any ERG to learn, meet others and grow outside their day-to-day jobs. Each group has an executive sponsor and contributes to the direction of our company through 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 CEO, the Executive Committee, DE&I team members and all ERG global leads.

Highlights from 2023 include a campaign for Mental Health Awareness Month in the U.S. led by the Leadership, Education and Allies for Disabilities (LEAD) ERG in collaboration with all ERGs, our benefits and well-being teams, and [Disability:IN](#). Through a series of events, the team raised awareness about mental health issues and available company benefits. In Penang, Malaysia, local EmpowHER and Young Professionals Network (YPN) chapters collaborated with the state government to hold health awareness workshops for students from low-income families who have historically lacked sufficient education about women’s health and mental well-being. EmpowHER announced the global rollout of Men Advocating Real Change (MARC), a program that supports men as allies to combat unconscious bias and promote a more level playing field for women.

### 2023 employee resource group reach

**10**  
global ERGs

**9,200+**  
employees involved

**126**  
chapters globally, with  
**53** outside the U.S.  
and **15** virtual chapters



Colleagues in Switzerland and their families joined over 5,000 participants in the annual Pink Ribbon Charity Walk in Zurich in support of Pink Ribbon Switzerland. This organization is committed to the early detection of breast cancer and raises funds for breast cancer research. Local EmpowHER and YPN ERGs mobilized employees to show their support through donations and by joining the four-kilometer walk.



The Boston Scientific Hispanic Organization for Leadership and Achievement ERG was recognized by the U.S. Hispanic Chamber of Commerce (USHCC) with a third-place ERG of the Year Award.



## Caring for our employees

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

### Employee benefits

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

In 2023, our global benefits team launched well-being and mental health training for people leaders globally. We increased wellness resources in all regions, enhanced medical benefits in several countries and added a well-being plan for employees in Costa Rica.

We also increased our gender affirmation benefit in Ireland and aligned transgender medical benefits with standards of care set by the World Professional Association of Transgender Health.

*To learn more about our global benefit programs and services, visit [BenefitsConnect](#).*



### Compensation

We provide competitive compensation programs that are performance-based, equitable and cost-effective. Boston Scientific offers a base pay as well as variable pay such as annual performance bonuses, sales incentives, long-term incentive stock awards, and on-the-spot recognition awards for breakthrough projects and performance. We compensate people fairly and competitively, and our most recent independent, third-party assessment in 2023 again reported no statistically significant pay disparity for 99% or greater of our employees worldwide.

*Read more about our [compensation practices and pay equity](#).*

**Pay equity in 2023**

**99%+**

## Health and safety

We take a global approach to managing employee health and safety, and in 2023 we implemented a new companywide Global Environment, Health and Safety (EHS) program. In keeping with the Boston Scientific [EHS Policy](#), we use multiple health and safety metrics in our monitoring system and set an overall company Total Recordable Incident Rate (TRIR) target with individual targets for each operations site. The company's EHS Operations Council reviews global site safety performance monthly to assess trends and risks, and identify opportunities for improvement.

The progress we made in 2023 kept us on track to meet the company's 2030 TRIR target of no more than 0.25 work-related injuries per 100 employees. Efforts supporting this work include a safety performance recognition program, new incident analysis tools and increased employee engagement with occupational health nurses. In 2023, we increased the number of manufacturing and distribution sites that meet ISO 45001:2018 Occupational Health and Safety certifications from eight to 14.

Our global Occupational Health team established an occupational health academy with resources to support the company's occupational health professionals. We also established an Employee Wellness Governance team to ensure a science-based framework for all our wellness offerings and conducted mental health awareness trainings for people leaders in all our regions. In addition, the team rolled out an interactive virtual health service for employees who support customers in health care settings.



Our manufacturing facility in Galway received the Occupational Health and Safety Higher Distinction Award for their health and safety compliance, and proactive safety culture.

### 2023 employee safety

2023:

**0.32 TRIR**

(0.32 injuries per 100 employees)

2030 goal:

**0.25 TRIR**

(0.25 injuries per 100 employees)



# Working with our communities

In 2023, Boston Scientific supported seven relief campaigns in communities around the world that were affected by natural disasters or humanitarian crises. We funded humanitarian assistance for the people of Israel and Gaza, relief efforts in Türkiye and Syria, and employee volunteerism across EMEA to help refugees from Ukraine. In addition, we donated more than \$76 million for medical research, fellowships, education and charitable organizations globally.

We also expanded our support for the next generation of [health care pioneers](#), awarding \$100,000 to 33 schools and nonprofits in Malaysia, Poland, Türkiye, Costa Rica and 13 U.S. states through a STEM grant program. The grants funded a coding initiative for girls of all backgrounds, STEM materials

for an earthquake-damaged school in Türkiye, science materials for a high school with a high Native American enrollment, and neuroscience education in schools, homeless shelters and youth incarceration centers. In our global outreach to underserved youth, our employee STEM teams and nonprofit and school partners engaged with more than 110,000 students in hands-on scientific activities, tutoring and guidance on careers in industries like ours. For example, in Argentina our YPN ERG chapter organized STEM education and career sessions for more than 130 students from Buenos Aires schools.

*Find out more about our [global community engagement in 2023](#).*

*For more examples of our health-focused community outreach as well as global health equity initiatives, see [Innovative care](#).*

## 2023 global community engagement

# \$76M+

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

# 110,000+ 50,000+

students engaged by STEM programs supported by Boston Scientific

employee volunteer hours



For Mandela Day 2023, employees in Bryanston, South Africa worked with the non-profit organization Food Forward SA to pack food that was distributed to local communities in need.



Boston Scientific green teams in Latin America led the Tierra Verde Campaign, a yearlong campaign of recycling, tree planting, cleanup and other environmental initiatives in the region.



Employees in Bali, Indonesia planted mangrove saplings at a local fishermen's community mangrove plantation to help conservation efforts amid climate change threats.



## Social Change Champions in Peru

Boston Scientific introduced Social Change Champions (SCC) in 2023, a global pro bono program to help health care organizations in low- and middle-income countries solve operational challenges. We designed the initiative to make an impact beyond traditional volunteering and grantmaking by bringing Boston Scientific business expertise to local nonprofits. Employees selected for the program gain hands-on health care experience and language and leadership skills from our partners in different settings.

We launched the program in Peru to leverage our business presence in Lima and our global community engagement programming for employees. A cohort of 12 Boston Scientific employees from across the business in Colombia, Costa Rica, Mexico, Peru and the U.S. teamed up with the nonprofit organization Partners in Health/[Socios En Salud](#), one of our global Signature Health Grant recipients. The cohort worked on two projects: crafting a business strategy for a local health center and delivering a cervical cancer health campaign.

*Read and watch more about [the participants' experience](#) in the pilot cohort of the program, which we plan to expand to more employees and regions.*

“The support we receive is extremely important, especially from Boston Scientific employees who share their passion and stand with us to make long-term changes that improve patient care.”

**Alvaro Sebastián Lujan Córdova, M.D.**  
Medical Director,  
Socios en Salud Polyclinic



“SCC gave me the opportunity to step outside my comfort zone, grow my network and work within a health ecosystem to help improve awareness and access for patients.”

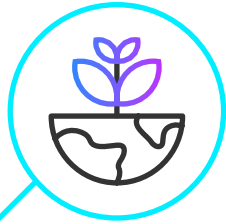
**Johanna Carreno**  
Senior Manager,  
HR, Andean Region



Our collaboration with Socios en Salud in Peru contributed consulting expertise over 10 weeks in addition to process improvements and tools that will help local clinics provide health education and care for more patients in need.







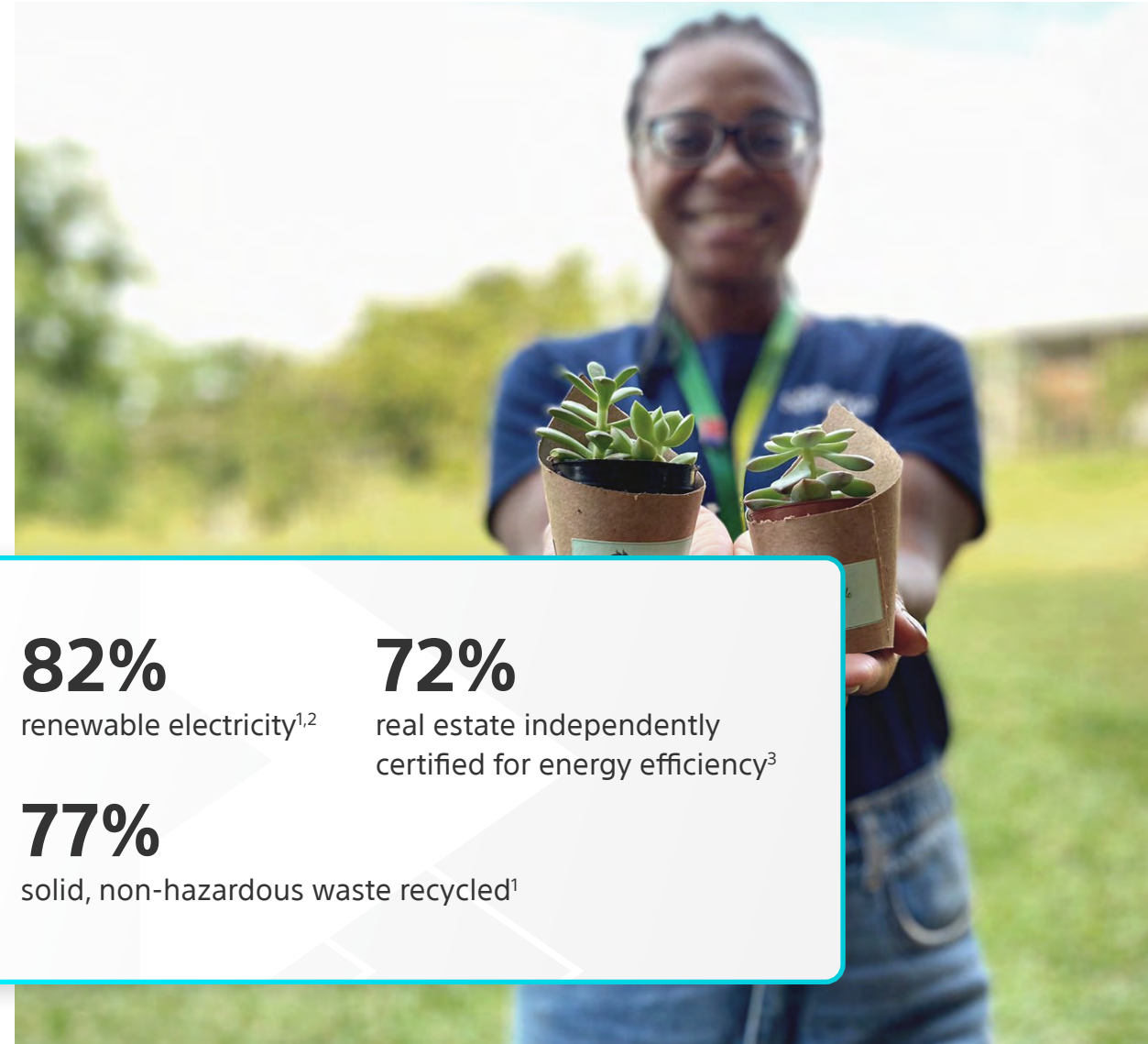
# Healthier planet

We confront climate change and protect the environment to enable people to live healthier lives.

## In this section:



- 40 // Our path to net zero
- 46 // Embedding product stewardship
- 47 // Addressing water, waste and biodiversity
- 48 // Managing climate risk



**82%**  
renewable electricity<sup>1,2</sup>

**72%**  
real estate independently  
certified for energy efficiency<sup>3</sup>

**77%**  
solid, non-hazardous waste recycled<sup>1</sup>

<sup>1</sup> Inclusive of all manufacturing and key distribution sites only.

<sup>2</sup> Includes renewable electricity generated onsite and purchased electricity matched with electricity from renewable sources.

<sup>3</sup> 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.

## Why it matters

### A healthier planet leads to healthier people.

Our commitment to better patient health means we address the connection between environmental and human health. We take action to reduce our carbon footprint across our entire value chain and invest in efforts to build a sustainable, resilient business that brings value to our customers, patients and communities.

## Our path to net zero

Our climate strategy is a critical component of our efforts to improve human health. Building on our long history of reducing our environmental impact, Boston Scientific was one of the first companies in the Healthcare Equipment and Supplies sector to have net-zero, science-based scopes 1, 2 and 3<sup>1</sup> targets approved under the Science Based Targets initiative (SBTi) Net-Zero Standard, helping us set a path toward net-zero greenhouse gas (GHG) emissions by 2050.

We follow the science and are focused on actions to reduce our scopes 1, 2 and 3 emissions across our global value chain. This includes collaborating with our suppliers to understand their impact on the environment and how they can decarbonize their operations. Progress against our environmental targets is a central component of our environmental, social and governance (ESG) scorecard, which forms part of our annual employee bonus program.

*For additional information about our ESG scorecard, please see the company's [2024 Proxy Statement](#).*



### Policies and related links:

[Global Energy Management Systems \(GEMS\) Policy](#)

[Environment, Health & Safety Policy](#)

[2023 CDP Climate Change Report](#)

[Task Force on Climate-Related Financial Disclosures index](#)

[Scopes 1 and 2 emissions verification statement](#)

“Climate change will affect almost every human disease in some way. As we work to improve patient outcomes, we can apply our considerable innovative skills to become part of the solution.”

**Kenneth Stein, M.D.**  
 Senior Vice President and Global Chief Medical Officer



<sup>1</sup> 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.





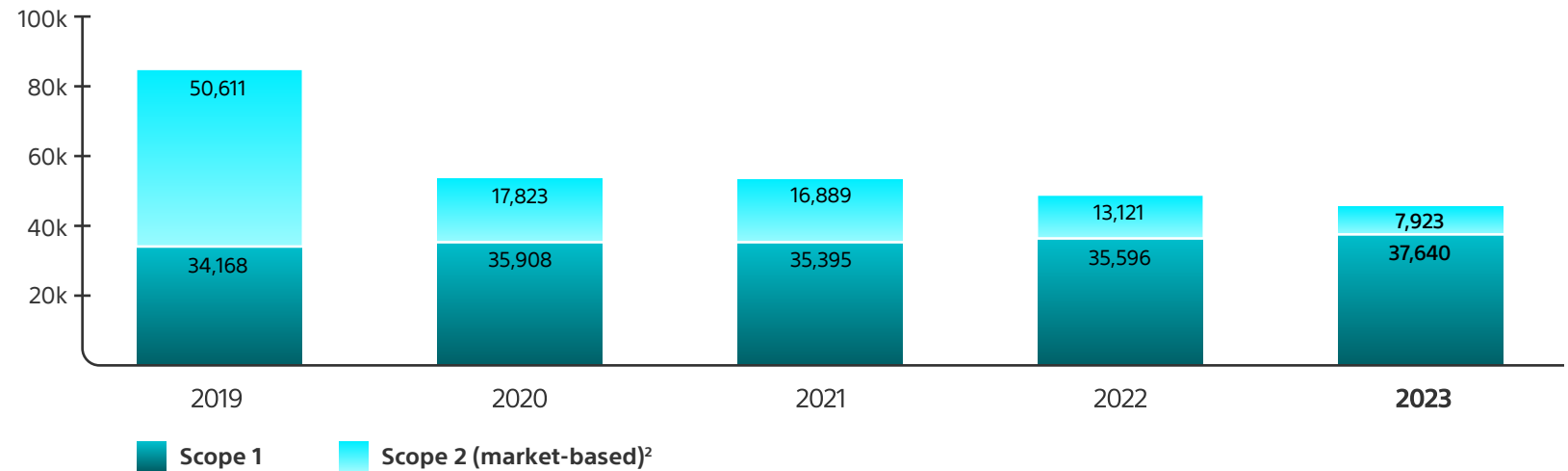
## Scopes 1 and 2

In 2017, Boston Scientific set a goal to achieve carbon neutrality for scopes 1 and 2 in manufacturing and key distribution sites by 2030. This goal laid the foundation for our science-based targets for companywide scopes 1 and 2. We will continue to share progress as we expand efforts beyond manufacturing and distribution sites. See our [Appendix](#) for information about our companywide emissions.

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. We use an enterprise-wide Global Energy Management System (GEMS) that provides the framework for our decarbonization efforts.

## Progress toward carbon neutrality<sup>1</sup>

tCO<sub>2</sub>e (metric tons)



## European virtual power purchase agreement

In 2023, Boston Scientific began securing renewable energy in Europe through [our first virtual power purchase agreement \(VPPA\)](#) in the region. Under the agreement, electricity from a newly constructed solar power plant near Seville, Spain, will flow to the European power grid to match approximately 80% of the company's electricity consumption in Europe across all sites. The VPPA builds on our energy strategy, which includes obtaining 100% of our electricity<sup>3</sup> across all manufacturing and key distribution sites from renewable sources by the end of 2024 — a key milestone in our path to net zero.

## 2023 carbon neutrality results<sup>1</sup>

**82%**

renewable electricity<sup>3</sup>

**46%**

renewable energy

<sup>1</sup> Inclusive of all manufacturing and key distribution sites only.

<sup>2</sup> Market-based and location-based scope 2 emissions are reported following the GHG Protocol Scope 2 Guidance (2015). Location-based method relies on grid average emissions factors of the country (or sub-region) where electricity is consumed. Market-based method uses emission factors from contractual instruments for certified renewable electricity purchases, such as Energy Attribute Certificates and green tariffs where they exist, and average grid emission factors otherwise.

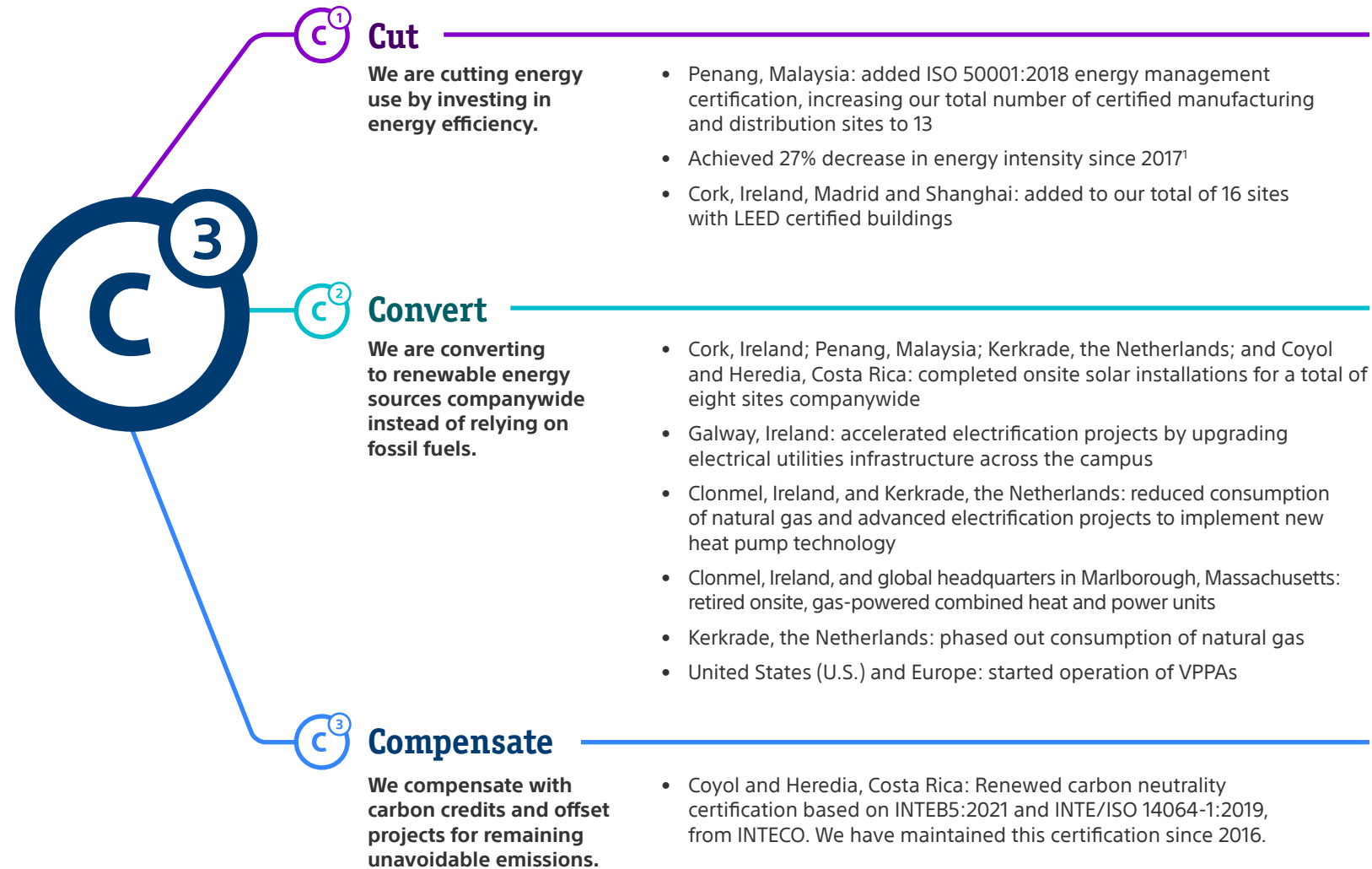
<sup>3</sup> Includes renewable electricity generated onsite and purchased electricity matched with electricity from renewable sources.



## Our C<sup>3</sup> strategy: cut, convert and compensate

Our cut, convert and compensate strategy, known as C<sup>3</sup>, guides our priorities and programs to drive results. We will continue to apply our C<sup>3</sup> strategy as we address cutting emissions across our full company footprint.

These are some of our 2023 highlights toward decarbonization:



In 2022, our Kerkrade team began the conversion to a zero-natural gas facility, installing heat pumps that are far more energy-efficient than fossil fuel-fired boilers. In 2023, we completed the transition across the campus.

### 2023 real estate progress

# 72%

real estate independently certified for energy efficiency<sup>2</sup>

<sup>1</sup> 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.

<sup>2</sup> 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.

## Scope 3

Boston Scientific is addressing scope 3 emissions in several ways, including driving efficiency and sustainability throughout our value chain, and engaging with suppliers and exploring ways to reinforce environmentally sound practices.

### Engaging our suppliers

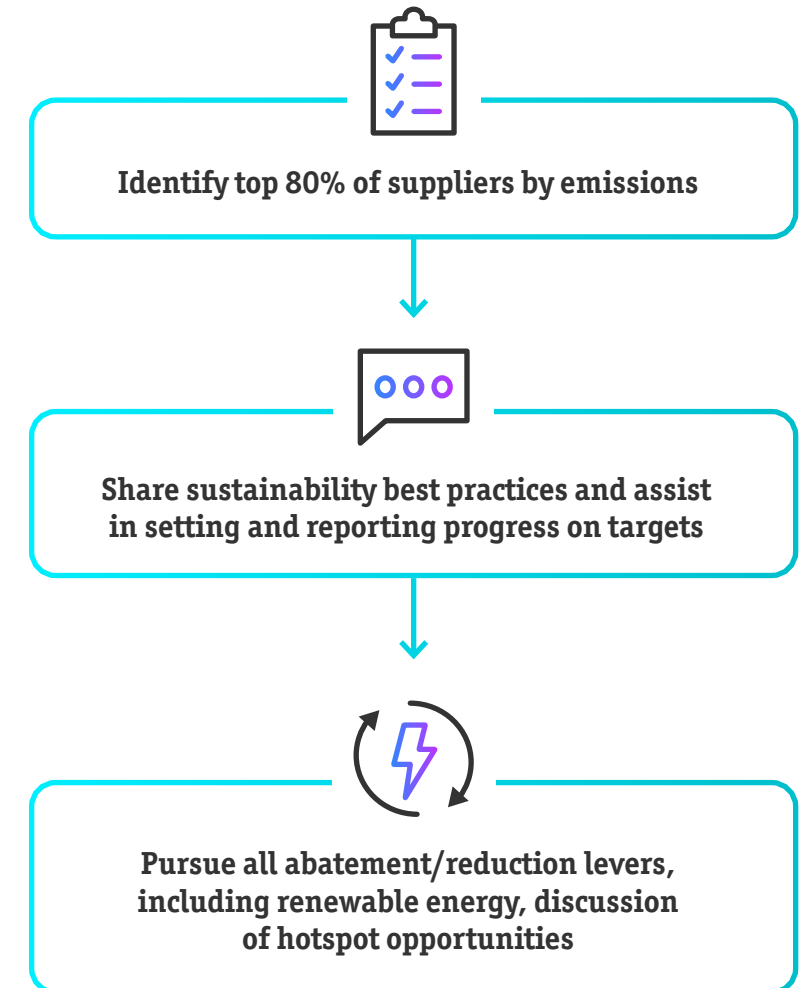
In 2023, we began a global initiative to better understand our suppliers' environmental impact and to engage with them to help drive emission-reduction progress. We prioritized suppliers who make up 80% of our scope 3 carbon footprint, such as suppliers of metals, plastic resins and chemicals,

packaging, electronics, business travel and transportation, and distribution. These suppliers are asked to complete a climate questionnaire that is designed to help us evaluate their environmental practices, carbon emissions and climate-related risks. With this information, we can tailor our approach to sharing sustainability best practices, including how to disclose emissions and set and pursue reduction targets. We also train employees who manage supplier relationships on how to hold important sustainability discussions.

Of the 112 suppliers we reached out to in 2023, 79% responded and 25% were confirmed as "high" maturity — meaning they are already setting science-based targets and disclosing to [CDP](#).



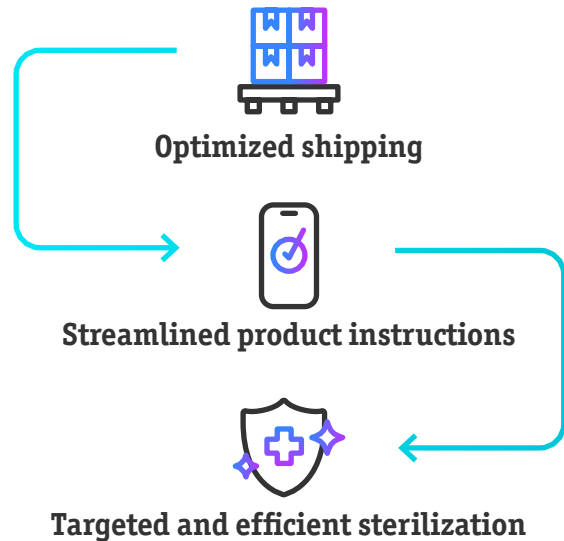
## Our approach to supplier engagement





## Ideal product flow: Better for providers, patients and the planet

In 2023, we made important advances in our end-to-end ideal product flow initiative, which is focused on driving more efficiency and sustainability in how our products are sourced, manufactured, packaged and distributed. In its first full year of implementation, our teams made progress in lowering carbon emissions, decreasing packaging waste and reducing our global shipping footprint, while delivering more products to more patients. Our approach is focused on three key areas:



By 2026, we expect these efforts to cut our use of paper by up to 90%,<sup>1</sup> increase direct shipping to destination regions by approximately 90% and reduce supply chain costs annually by an estimated \$80 million.

Read more about [ideal product flow](#).

Read more about our supply chain practices in the [Performance with integrity](#) section.



## Transforming our supply chain for a healthier planet: Q&A

**Paudie O'Connor**

Senior Vice President, Global Supply Chain



### What is the business case for sustainability in health care?

Our business goals and environmental goals go hand in hand. When we innovate for a healthier planet, not only does it lead to better health outcomes, it also drives efficiencies for our business.

### How is the ideal product flow strategy a driver of overall sustainability?

One of the most important aspects of ideal product flow is the end-to-end approach. It enables us to isolate every step we take in product design and development, identify opportunities to use fewer resources and improve our practices. There's a very positive cumulative effect for our company and customers because this strategy enables us to constantly find areas for efficiencies, which create resiliency and reliability across our supply chain.

### Why is transporting products by sea a key component of implementing ideal product flow?

While shipping by sea takes longer than by air, it is far more carbon efficient. We identify the most direct shipping routes, and our expanded regional distribution center model provides closer access to providers across regions so our devices are delivered to patients when and where they are needed. We're meeting our mission as a health care company while also accelerating environmental progress.

### How are you working with suppliers to reduce scope 3 emissions?

Our goal is to reduce our scope 3 GHG emissions by 55% per U.S. dollar (USD) value added by 2030.<sup>2</sup> Guided by our supplier engagement strategy, we are gathering emissions data from our suppliers to help us achieve that goal. This will include gathering emissions data through climate surveys so we can understand where suppliers are on their climate journey, conducting supplier strategic business reviews and collaborating on best practices in sustainability.

<sup>1</sup> Applicable where regulations allow widespread use of electronic instructions for use.

<sup>2</sup> Boston Scientific has a goal to reduce scope 3 GHG emissions intensity from Purchased Goods & Services, Capital Goods, Fuel & Energy-Related Activities, Upstream transportation & Distribution, and Business travel by 55% per USD value added by 2030 from a 2019 base year. Our GHG emissions intensity is calculated as units of carbon equivalent emitted per unit of gross profit.

# Embedding product stewardship

Boston Scientific strives to minimize the environmental impacts of our products at every stage of their life cycle — from design, sourcing, production and distribution to waste disposal and recycling. In 2023, we finalized life cycle assessment (LCA) guidelines and launched a series of pilots to better understand the environmental impacts of our products, and inform methodologies and best practices. We're also partnering with industry groups to collectively standardize LCA processes, with the goal of ensuring measurement consistency and helping all stakeholders understand potential environmental impacts.

## Product disposal

Our product stewardship initiatives include programs to help avoid sending products to landfills, extend product shelf life and improve product recycling. We are also exploring opportunities to reduce scrap and other waste.

In 2023, customers in the U.S. participated in a take-away program that aims at landfill avoidance by recycling metals and ensuring the other materials that go into products like plastic, become an energy source. More than 10 metric tons of devices avoided ending up in landfill thanks to customer participation in our take-away program.

In Germany, we introduced a recycling pilot with multiple endoscopy and urology products. In its initial stage, the pilot is focused on understanding the full environmental impact of, and approach for, scope recycling.

## Packaging and labeling

Our Global Packaging and Labeling Sustainability team uses data to evaluate sustainable packaging materials, guide and quantify packaging sustainability improvements, and identify sustainable suppliers.

### Evidence-based innovation in packaging and labeling: 2023 highlights

- **Redesign for less waste:** The [ACURATE neo2™ Aortic Valve System](#) team increased sterilization efficiency and reduced shipping weight by reconfiguring a larger two-product design into two separate packages using fewer materials.
- **Longer shelf life to reduce scrap and other waste:** The [AdVance™ XP Male Sling System](#) team made the packaging 19% smaller by removing foam materials and reducing the number of sterile barriers from seven to two. In addition to redesign, they received regulatory approval to extend shelf life from one to three years, which reduced scrap and other waste.
- **Collaboration:** The Global Packaging and Labeling Sustainability team is working with the Kilmer Innovations in Packaging industry group to expand the use of recycled content in medical device packaging by demonstrating recycled plastic is safe for use in sterile packaging. We are also piloting projects with industry peers in the [Healthcare Plastics Recycling Council](#), including exploring better options for recycling plastic packaging.



## Global packaging and labeling sustainability strategy



**Reduce** the amount of material in packaging



**Redesign** packaging for sustainability and supply chain efficiency



**Improve recyclability** of all packaging and use recycled content where possible



**Responsibly source** packaging materials in collaboration with suppliers



**Monitor regulatory** developments and advocate for sustainable packaging requirements



# Addressing water, waste and biodiversity

We set goals to reduce our operational footprint and integrate sustainable practices across the company. Our teams measure and track our environmental impact across our sites and continue to improve our capacity to minimize that impact. We integrate sustainable practices and set goals where we operate to reduce waste and water usage, and support a healthy ecosystem.

## Water use

We understand water is a vital shared resource, and we are committed to managing its use responsibly. While the company's operations are not water intensive, our practices minimize consumption and prepare for water supply challenges. Boston Scientific uses the ISO 14001:2015 environmental management standard to assess and prioritize waste and water management systems at key manufacturing and distribution sites. We now have 17 sites certified to this standard. Our global design guidelines govern new builds and major refurbishments and specify water conservation best practices.

In 2023, 18% of the company's water consumption was associated with production processes. We invest in systems and technology to reduce water consumption across our sites and have seen measurable results. These include:

- **Belo Horizonte, Brazil:** Spent water recapture and reuse resulted in a 10% year-on-year reduction in overall consumption of potable water.
- **Coyol, Costa Rica:** Improved cooling systems resulted in continued reduction in water consumption.
- **Heredia, Costa Rica:** Washroom facility upgrades across the campus resulted in significant reductions in water consumption.

## Zero waste

Boston Scientific has a goal to divert at least 90% of solid, non-hazardous waste produced by key manufacturing and distribution sites from landfills and incineration by 2030. Our manufacturing and key distribution centers adhere to the [Total Resource Use and Efficiency \(TRUE\)](#) methodology, and our subject matter experts, certified as TRUE zero-waste advisors, help lead our efforts. In 2023, we piloted zero-waste programs at seven sites globally. Our teams completed additional waste management training to implement new waste prevention practices at our global locations.

### 2023 non-hazardous waste recycling

# 77%

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

## Biodiversity

Part of contributing to a healthier planet involves addressing the global decline in biodiversity. We have developed a framework to assess biodiversity in the ecosystems where we build and maintain facilities, including those ecosystems designated as key biodiversity or protected areas by international and national organizations. Our teams analyze nature-related impacts and risks at our current locations and potential new sites while also identifying opportunities to help restore the ecosystems where we operate. In 2024, we plan to finalize a methodology for reporting on our progress to combat biodiversity loss.



In Malaysia, our Penang team planted 500 mangrove trees to help the government and the National Mangrove Restoration Project meet their goal to plant 100 million trees by 2025. Mangroves absorb carbon dioxide and deter land erosion.



# Managing climate risk

Climate change affects health and business in many ways, including through severe weather events. Our approach to climate risk management aligns with the guidelines of the [Task Force on Climate-related Financial Disclosures \(TCFD\)](#). We partner with a leading risk intelligence provider to conduct qualitative and quantitative risk assessments. We use the results to better understand our risk exposure and make decisions about investments to enhance resilience throughout our global supply chain.

Our climate risk approach involves good governance, sound strategy, risk management and measurable targets.

- **Governance:** The Boston Scientific Board of Directors, including its Risk Committee, oversees the management of environmental and climate-related risks.
- **Strategy:** Our Enterprise Risk Management team analyzes climate risks to identify and manage obstacles that would prevent us from meeting business objectives and escalates 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 to our value chain. We monitor more than 100 risk indices that track hazards such as wildfires, sea level rise and drought. We also partner with outside assurance experts to conduct routine risk assessments across our operations.
- **Metrics and targets:** We use the [CDP](#) platform, among other frameworks, to annually assess our climate-related initiatives. In 2023, we maintained a score of B on climate change.



In 2023, we completed installation of solar panels in our Penang manufacturing site. This is currently our largest solar installation.

We incorporate climate risk into our modeling, planning and financial disclosures, and use risk management software to identify and monitor climate change impacts. Our resilience experts work across the business to engage functional partners, including our Real Estate team, to make climate risk part of our strategic planning. In 2023, we built on our

qualitative and quantitative risk assessments and conducted extensive climate risk mapping to determine possible risk exposure at our sites. Additionally, we conducted a country-level [climate transition risk](#) analysis for the countries where we have key facilities, which we continue to assess and evaluate.

| For complete TCFD details, see the [Appendix](#).



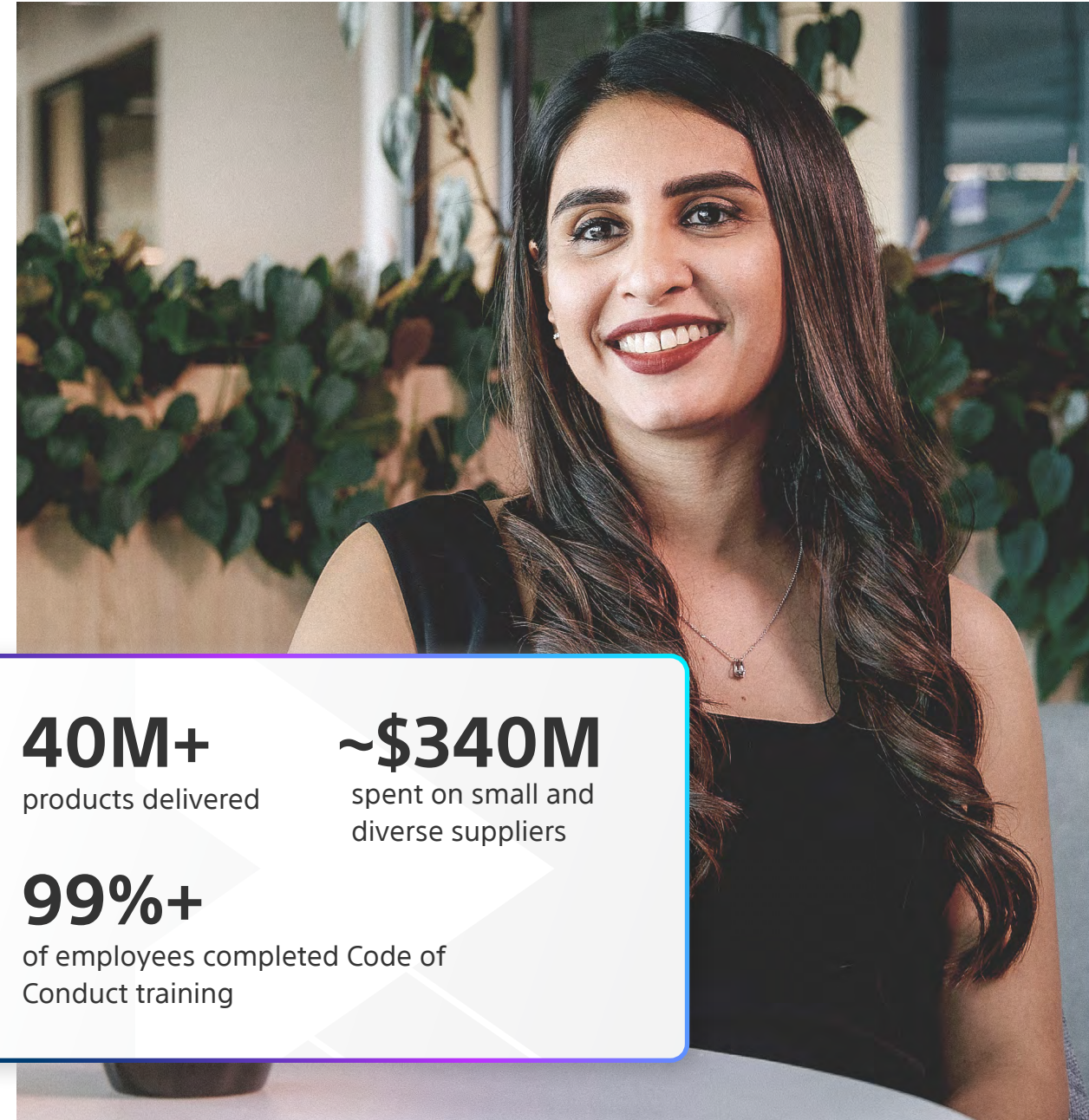
# Performance with integrity

Our commitment to ethical business practices anchors our decisions and ability to deliver value responsibly.

## In this section:



- 50 // Governance and compliance
- 52 // Risk management
- 53 // Cybersecurity
- 54 // Responsible supply chain



**40M+**  
products delivered

**~\$340M**  
spent on small and diverse suppliers

**99%+**  
of employees completed Code of Conduct training

## Overview and 2023 highlights

When we meet our responsibilities as a corporate citizen, our employees and customers believe in what we do and our business is stronger. Every step we make toward a more sustainable business and planet delivers value for our stakeholders.

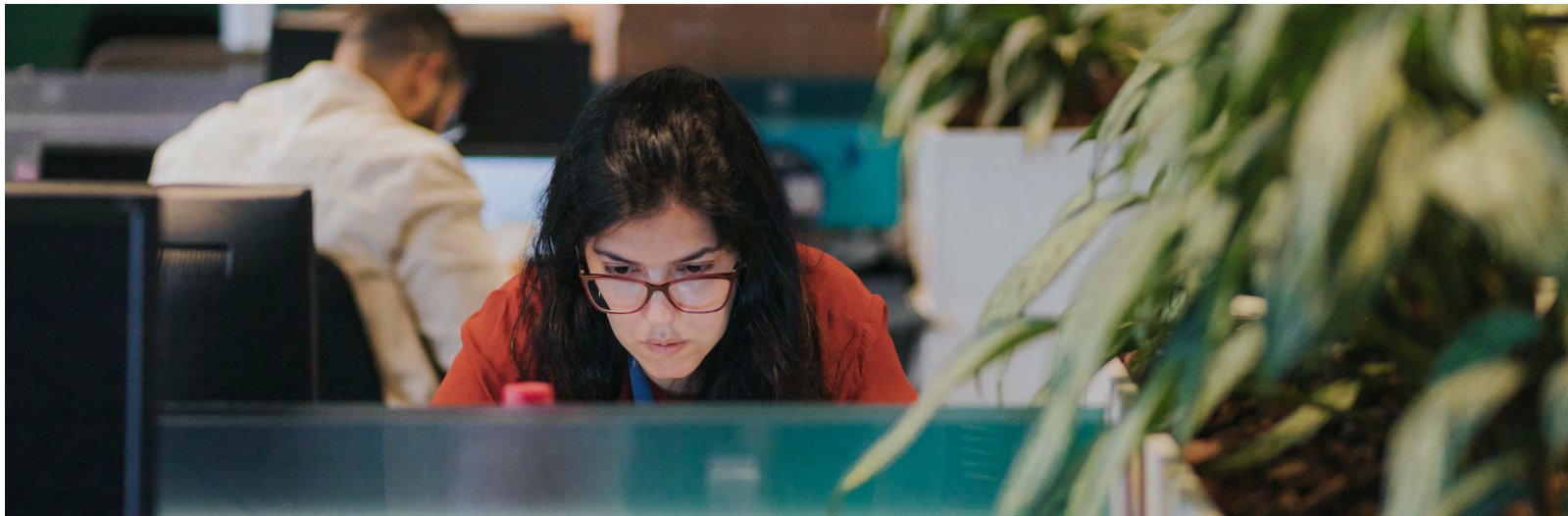
In 2023, we continued delivering patient solutions when and where they were needed while further focusing on good governance and compliance, risk management, cybersecurity and a responsible supply chain.

## Governance and compliance

We believe in strong corporate governance and business practices that reflect our priorities, values and commitment to ethics and integrity. The Boston Scientific Board of Directors has adopted [Corporate Governance Guidelines](#) and established [charters](#) for each of its standing committees (Audit, Executive Compensation and Human Resources, Nominating and Governance, and Risk).

The board's Nominating and Governance and Risk Committees share responsibility for overseeing the company's environmental, social and governance (ESG) initiatives and other matters affecting our corporate responsibility, including human rights and charitable giving. We have a vice president of ESG who leads our global ESG vision and strategy and regularly updates the board and its committees. The vice president of ESG reports to the chair of the ESG Executive Steering Committee, composed of nine Executive Committee members.

| For more information about our ESG strategy, see the report's [Introduction](#).



### Policies and related links:

[Code of Conduct](#)

[Conflict minerals](#)

[Corporate Governance Guidelines](#)

[Global tax strategy](#)

[Governance overview](#)

[Labor and human rights](#)

[Policy and advocacy](#)

[Privacy policy](#)

[Product security](#)

[Supplier diversity](#)



## Ethics, integrity and compliance

Our work to make products that change and save lives is guided by ethics, accountability, core values and respect for human life. Our employees have a shared 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 employee training and resources for 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, to the Risk Committee 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. In 2023, we allocated additional data analytics resources to strengthen the effectiveness of our Global Compliance team.

## Marketing and selling responsibly

Our responsible business practices include standards for promoting products honestly and accurately. All customer-facing employees are required to complete training on fair and honest marketing practices, interactions with providers and public officials, and actual and perceived conflicts of interest. The training includes guidance for focusing marketing discussions on approved, on-label use of our products as well as for managing off-label inquiries.

### 2023 sales and marketing training

# 10,000+

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

## Code of Conduct

Every Boston Scientific employee is required to read and understand the Boston Scientific [Code of Conduct](#), the foundation for all of our business practices and relationships. Annual Code of Conduct training is mandatory for all employees and available in 19 languages. We regularly refresh training content based on updates to company policies, processes and compliance-related risks.

We emphasize the importance of working ethically and reporting ethics concerns through companywide communications and an annual Integrity Week. Our yearlong global theme of "Integrity Together" culminated in a week of more than 70 local and virtual employee events.

Our [Advice Line](#) allows anyone to confidentially ask a question and/or report a concern relating to compliance, ethics and/or integrity at Boston Scientific. It is operated by a third-party vendor and available 24 hours a day, seven days a week in 61 languages. Boston Scientific prohibits any form of retaliation, direct or indirect, against an individual who raises a concern in good faith.

| See more about our [compliance and ethics](#).



# 99%+

of employees completed Code of Conduct training

## Human rights

We are committed to protecting human rights everywhere we do business. As a global health care company, we play a role in advancing and protecting human rights. Boston Scientific respects, monitors and 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 and extended supply chain network to identify and address any potential exposure to unethical labor practices.

Our global human rights policies and processes govern conduct across our business and supply chain and mandate adherence to all human rights laws and labor standards. We use artificial intelligence (AI) and visualization systems to assist in evaluating the risk of possible exposure to unfair or unethical labor practices within our extended supply chain. The resulting analytics help our teams better identify areas of risk and deploy appropriate resources to remove unfair or unethical labor practices from our supply chain. In 2023, we expanded our use of this technology throughout our value chain.

| Learn more about our approach to [human rights](#).

## Risk management

We manage risk by continually assessing our operations and supply chain for potential vulnerabilities. Our enterprise risk management experts analyze strategic, operational, financial, legal and compliance risks so we can safely adapt to challenges, minimize threat exposure and pursue opportunities. The vice president of Global Internal Audit leads our enterprise risk management program and reports any financial, operational or risk issues to the Board of Directors and its relevant committees, including the Risk Committee, which oversees the company's business continuity and resiliency plans, as well as those related to climate risks, cybersecurity and data privacy. Our Global Security, Resiliency and Enterprise Risk Management teams work closely together to prevent and mitigate disruptions to our business and secure operations in the event of a crisis.

## Business resiliency

Boston Scientific uses a combination of technology, protocols and third-party security partnerships to protect our people, operations and assets globally. Our global security and resiliency experts prepare for a range of potential threats, including geopolitical, meteorologic and climate-related events. They monitor our value chain with AI and visualization tools so supply planners can mitigate risks and deliver on our commitments. In 2023, we expanded our work with a global risk intelligence provider and partner company that provides multi-tier value chain visibility so we can better understand our exposure to emerging risks and real-time events.

| For more on our climate-related risk management, see [Healthier planet](#).





# Cybersecurity

Boston Scientific is dedicated to ensuring the safety and security of our products; keeping patient data safe is a top priority of this commitment. In 2023, we thoroughly revised our cybersecurity policies, ensuring they align with the latest cybersecurity frameworks and standards. We have global digital security protocols that anticipate and address possible threats to product security and patient information. Our implantable cardiac medical device systems for remote monitoring by health care providers are certified by the International Organization for Standardization ISO/IEC 27001:2013 and ISO/IEC27018:2020, and we conduct business in compliance with international laws and regulations governing product and data security. As a member of the Health Information Sharing and Analysis Center, we can access and share threat intelligence and security best practices with private and public health care organizations.

We have controls and procedures for escalating enterprise-level issues, including cybersecurity concerns, that may pose potential financial, operational and/or reputational risks. As part of its oversight of business continuity and resiliency plans, the Risk Committee of our Board of Directors receives periodic updates on our cybersecurity program, including evolving risks and the threat landscape. Our senior leaders also receive regular security updates. In 2023, we expanded employee education with security awareness tools and simulations to emphasize zero-trust principles and data security risks associated to Generative AI.

## Product security

The company's product security approach begins with our global quality system to ensure we build products that are foundationally secure. Our global quality system ensures that a secure development life cycle is followed for all our

products. This quality system includes security activities in all phases of design, implementation, testing and support. The system is continually updated to align with the latest regulations, standards and guidance. We also educate providers on digital security. Throughout the development cycle, our teams perform multiple layers of security risk analysis for every hardware and software component. Specific risk assessment activities include threat modeling, security risk assessments, security testing and penetration testing.

Our Boston Scientific [Product Security website](#) makes security findings available to customers, patients and caregivers.

## Zero-trust model

Our Global Cybersecurity team takes a centralized data privacy approach to protecting all systems, notification applications, connected medical devices and clinician interfaces. The Boston Scientific zero-trust cybersecurity model builds on the National Institute of Standards and Technology core principles of identify, protect, detect, respond and recover. Our strategic response to evolving security threats is to continually enhance cyber resiliency. This work prioritizes the implementation of zero-trust initiatives in network segmentation, identity and access management, endpoint devices and systems, and data security.

In 2023, we invested in foundational tools to support our zero-trust architecture and ongoing implementation of comprehensive zero-trust initiatives. Our 24/7/365 cybersecurity operations center deploys machine learning, AI and other advanced technology to monitor, detect, analyze and deter cyber threats. We use simulation exercises to strengthen our processes and partner with external agencies to help protect our infrastructure.



## Personal data

Protecting personal data is essential to building trust inside and outside the company. We protect the personal data of our patients, customers and employees through global and local policies and processes that are aligned with generally accepted privacy principles and any applicable privacy regulations that apply to our business. We frequently communicate with employees and health care providers to reinforce the importance of our personal data handling practices. In our commitment to protect personal data by design and default, the company conducts privacy impact assessments on all products and processes that collect, use, store, share or process personal data. Our companywide data privacy training includes interactive scenarios on how to protect information and report privacy concerns.

More information on how Boston Scientific manages personal data can be found within our [Privacy Policy](#).



## Responsible supply chain

Our people support the work at more than 20 key global locations around the world. Along with over 11,000 active indirect and direct suppliers, our employees deliver more than 40 million products annually. We collaborate across our global supply chain to consistently meet the highest benchmarks for quality and service. We use predictive analytics to highlight potential raw material, environmental, geographic and concentration risks in our supply chain. We also constantly monitor product shipping to ensure on-time delivery to health care providers and their patients. Our Supply Chain Resiliency Program annually reviews our strategic product portfolio to assess and mitigate risks. Identified risks and mitigation efforts are reviewed with senior leadership and incorporated into the company's annual operating plan.

Learn more about our [supplier engagement work](#).

### 2023 supply chain highlights

**40M+**

products delivered

**~24,000**

Global Supply Chain  
team members

**11,000+**

active direct and indirect suppliers

## Supplier quality

Our focus on quality extends to our supplier base. We hold our direct and indirect supply chain partners accountable for taking the highest degree of care. We:

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

Boston Scientific uses a risk-based approach to regularly evaluate, and independently verify, compliance of suppliers at both an enterprise level as well as at the locations where manufacturing occurs. In 2023, we expanded outreach on our supplier engagement platform to further correct review findings and prevent potential issues identified in our reviews.



## Supplier diversity

Our supplier selection practices help build diversity, equity and inclusion throughout the Boston Scientific supplier network. We prioritize working with certified companies who share our 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.<sup>1</sup>

To create a talented base of suppliers who align with the diversity of our employees and communities, our Supplier Diversity team sets inclusion objectives and maintains data to measure our progress. We partner with organizations focused on the success of small and diverse businesses. In 2023, we mentored entrepreneurs through the Diversity Alliance for Science, the National LGBTQ+ Chamber of Commerce mentorship program and the Emerging Young Entrepreneur program of the National Minority Supplier Council.

The Boston Scientific Supplier Diversity and Sourcing teams conducted more than 145 capability assessments of small and diverse businesses in 2023. In addition to broadening our network of prospective suppliers, we increased our year-over-year spending with small and diverse companies, businesses owned by service-disabled veterans and Alaska Native corporations.

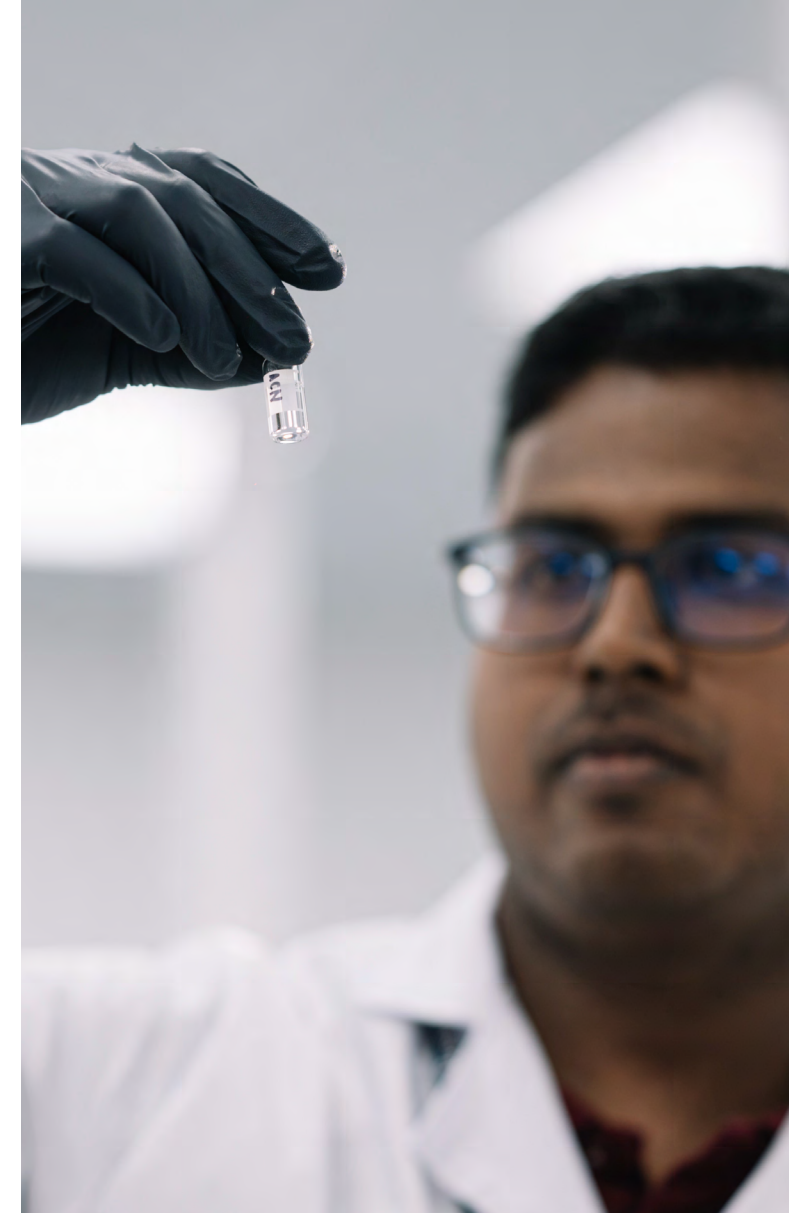


### 2023 diverse supplier engagement

**1,200+**  
small and diverse suppliers

**~\$340M**  
spent on small and diverse suppliers

Learn more about our [partnerships with diverse suppliers](#).



<sup>1</sup> Supplier diversity categories are applicable in the U.S. and Puerto Rico only.

# Appendix

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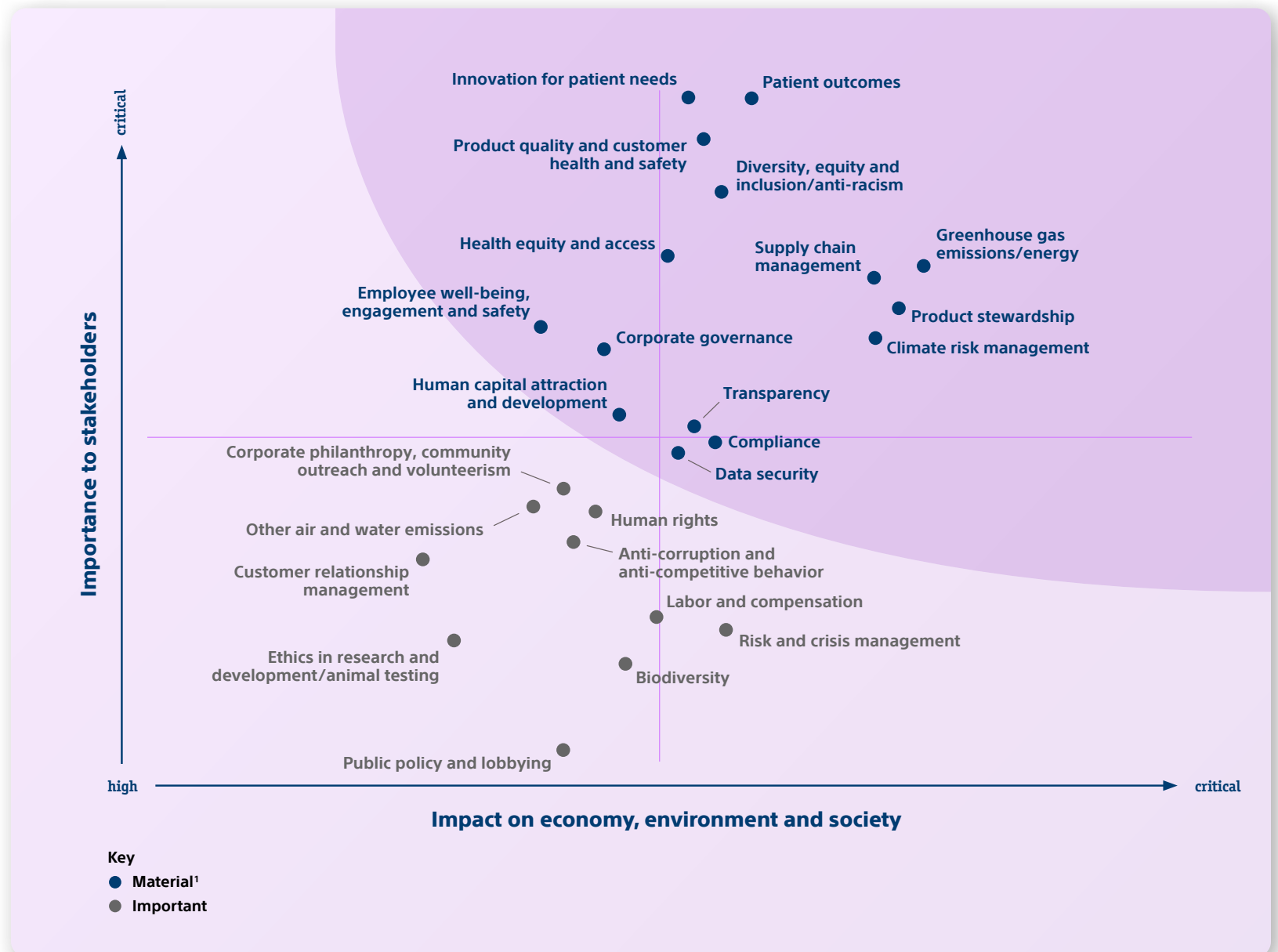


# Materiality

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 conduct an updated ESG materiality 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 and external stakeholders 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 continue to regularly monitor and assess our progress and prioritization to ensure we remain focused on the issues of greatest importance to our external stakeholders.

## Our current ESG materiality matrix



<sup>1</sup> 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	STAKEHOLDER	CHANNELS OF ENGAGEMENT
<b>Customers</b>	<ul style="list-style-type: none"> <li>• Clinical trial management</li> <li>• Post-market surveillance</li> <li>• Customer care</li> <li>• Training and medical education</li> <li>• Business continuity and resiliency planning</li> <li>• <a href="#">Close the Gap</a></li> <li>• Product and data security</li> <li>• Health care professionals on <a href="#">BostonScientific.com</a></li> <li>• Performance Report</li> <li>• Business Reviews</li> </ul>	<b>Individual shareholders and institutional investors</b>	<ul style="list-style-type: none"> <li>• <a href="#">Annual Meeting of Stockholders and quarterly earnings calls</a></li> <li>• Investors on <a href="#">BostonScientific.com</a></li> <li>• Biennial investor day</li> <li>• Investor calls and meetings</li> <li>• Annual report on <a href="#">Form 10-K</a>, Quarterly Reports on <a href="#">Form 10-Q</a> and Current Reports on <a href="#">Form 8-K</a></li> <li>• <a href="#">Annual Proxy Statement</a></li> <li>• Performance Report</li> </ul>
<b>Patients and patient advocacy groups</b>	<ul style="list-style-type: none"> <li>• Clinical trials</li> <li>• Close the Gap</li> <li>• Product and data security</li> <li>• Customer service and complaint handling</li> <li>• Advocacy group engagement</li> <li>• Patients and caregivers on <a href="#">BostonScientific.com</a></li> </ul>	<b>Government regulators and policymakers</b>	<ul style="list-style-type: none"> <li>• Government affairs team</li> <li>• Trade associations</li> <li>• Boston Scientific Corporation Political Action Committee</li> <li>• <a href="#">Policy and advocacy</a></li> </ul>
<b>Employees</b>	<ul style="list-style-type: none"> <li>• Employee engagement surveys</li> <li>• Employee resource groups</li> <li>• Quarterly business updates</li> <li>• Business-specific town halls</li> <li>• Boston Scientific intranet and Yammer</li> <li>• Weekly global newsletter and monthly CEO letter</li> <li>• Matching gift program and volunteering</li> <li>• Awards and recognition</li> </ul>	<b>Nongovernmental organizations and local communities</b>	<ul style="list-style-type: none"> <li>• Boston Scientific Foundations</li> <li>• Grants, donations and exhibits</li> <li>• Employee pro bono consulting and volunteering</li> <li>• Scholarships and internships</li> <li>• Sponsorships, partnerships and collaborations</li> </ul>
		<b>Suppliers and distributors</b>	<ul style="list-style-type: none"> <li>• Supplier diversity program</li> <li>• <a href="#">Global supplier guidebook and resource center</a></li> <li>• Supplier scorecards</li> <li>• Supplier code of conduct</li> <li>• Supplier quality and audit programs</li> <li>• Scope 3 supplier engagement program</li> </ul>





# Metrics summary

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

## Innovative care

Product quality and safety	UNIT	2019	2020	2021	2022	2023
Class I recalls	#	0	3	3	0	0
Class II recalls	#	7	15	8	12	10
Regulatory inspections	#	87	85	97	81	80
Form 483 observations	#	0	0	5	1	0
FDA warning letters	Yes/No	No	No	No	No	No

Innovation	UNIT	2019	2020	2021	2022	2023
Research & Development (R&D) spend <sup>1</sup>	USD millions	1,174	1,143	1,204	1,323	1,414
R&D spend as a percent of sales <sup>2</sup>	%	10.9	11.5	10.1	10.4	9.9
Number of R&D positions	FTE	2,040	2,114	2,136	2,469	2,520

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

<sup>2</sup> Represents GAAP R&D expense as a percentage of GAAP net sales per Annual Report on Form 10-K.



## Empowered people

### Diversity and inclusion

	UNIT	2019	2020	2021	2022	2023
<b>Representation of women (globally)<sup>1</sup></b>						
Board of directors — women	Percent	30.0	30.0	30.0	30.0	36.0
Executive officers — women <sup>2</sup>	Percent	25.0	25.0	18.8	11.1	11.1
Executive committee — women <sup>3</sup>	Percent	25.0	25.0	18.8	25.0	26.3
Senior leadership — women <sup>4</sup>	Percent	-	-	-	-	40.2
Senior management — women <sup>5</sup>	Percent	31.0	33.2	34.8	37.7	-
Mid-level leadership — women <sup>6</sup>	Percent	-	-	-	-	43.5
Supervisors and managers — women <sup>7</sup>	Percent	38.1	39.9	41.1	42.6	-
Share of total field sales leadership positions — women <sup>8</sup>	Percent	-	-	-	-	29.7
Share of total field sales management positions — women	Percent	21.3	22.9	24.1	26.8	-
Share of total workforce — women	Percent	47.0	47.4	48.3	49.0	49.3
New hires — women	Percent	50.2	48.9	51.7	51.8	51.9
<b>Women by region</b>						
United States, including Puerto Rico	Percent	45.0	45.3	46.8	47.7	47.7
Latin America	Percent	56.1	55.7	55.6	55.2	55.5
Canada	Percent	43.4	48.1	48.4	48.8	56.3
Europe, Middle East and Africa	Percent	45.5	46.3	47.0	47.1	47.2
Asia Pacific	Percent	46.4	46.9	46.5	49.2	48.8

<sup>1</sup> Gender: includes all employees globally where gender is identified. Excludes any employees where gender is “undeclared” and “unknown.”

<sup>2</sup> Executive officers: includes all executive officers listed in the Annual Report.

<sup>3</sup> Executive committee: includes all Executive Committee members as of December 31 of that calendar year.

<sup>4</sup> Senior leadership: due to the implementation of the company’s new global career framework in 2023, the “Senior management” category will be discontinued and replaced with “Senior leadership”, which is defined as associate directors, directors and senior directors, associate senior fellows, senior fellows, corporate fellows, and vice president and above.

<sup>5</sup> Senior management: includes all levels that are director, vice president, senior vice president, executive vice president and CEO.

<sup>6</sup> Mid-level leadership: due to the implementation of the company’s new global career framework in 2023, the “Supervisor and managers” category will be discontinued and replaced with “Mid-level leadership”, which is defined as managers, principals, senior managers and fellows.

<sup>7</sup> Supervisors and managers: includes supervisor, manager I and manager II levels that were in place prior to the implementation of the company’s global career framework in 2023.

<sup>8</sup> Share of total field sales leadership positions: due to the implementation of the company’s new global career framework in 2023, “Share of total field sales management positions” category will be discontinued and replaced with “Share of total field sales leadership positions”, which is defined as: managers, principals, senior managers and fellows, associate directors, directors and senior directors, associate senior fellows, senior fellows, corporate fellows, and vice president and above.





## Empowered people

### Diversity and inclusion

	UNIT	2019	2020	2021	2022	2023
<b>Representation of multicultural talent (U.S., including Puerto Rico)<sup>1,2</sup></b>						
American Indian/Alaska Native	Percent	0.3	0.3	0.3	0.3	0.3
Asian	Percent	13.3	13.6	12.8	12.8	13.4
African American/Black	Percent	7.2	7.9	9.2	9.2	9.8
Hispanic/Latino	Percent	10.5	10.3	11.5	11.9	12.4
Two or More Races	Percent	1.6	1.7	1.7	1.8	2.2
Native Hawaiian/Other Pacific Islander	Percent	0.3	0.3	0.2	0.2	0.2
<b>Total</b>	Percent	<b>33.2</b>	<b>34.1</b>	<b>35.7</b>	<b>36.2</b>	<b>38.3</b>
Senior leadership — multicultural talent <sup>3</sup>	Percent	-	-	-	-	17.6
Senior management — multicultural talent <sup>4</sup>	Percent	13.6	14.4	16.5	17.6	-
Mid-level leadership — multicultural talent <sup>5</sup>	Percent	-	-	-	-	22.6
Supervisors and managers — multicultural talent <sup>6</sup>	Percent	20.8	21.4	21.6	22.6	-
Share of total workforce — multicultural talent	Percent	33.2	34.0	35.7	36.0	38.3
New hires — multicultural talent	Percent	43.5	42.5	49.5	41.4	48.9
Board of directors — multicultural talent	Number	-	-	-	3	2 <sup>7</sup>
<b>Representation of employees by age group (U.S., including Puerto Rico)</b>						
<30	Percent	14.0	16.1	18.9	18.8	18.6
30-50	Percent	57.8	57.6	56.1	55.7	56.0
>50	Percent	28.1	26.3	25.0	25.5	25.4

<sup>1</sup> 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.

<sup>2</sup> Reflects Equal Employment Opportunity (EEO) race/ethnicity categories.

<sup>3</sup> Senior leadership: due to the implementation of the company's new global career framework in 2023, the "Senior management" category will be discontinued and replaced with "Senior leadership", which is defined as associate directors, directors and senior directors, associate senior fellows, senior fellows, corporate fellows, and vice president and above.

<sup>4</sup> Senior management: includes all levels that are director, vice president, senior vice president, executive vice president and CEO.

<sup>5</sup> Mid-level leadership: due to the implementation of the company's new global career framework in 2023, the "Supervisor and managers" category will be discontinued and replaced with "Mid-level leadership", which is defined as managers, principals, senior managers and fellows.

<sup>6</sup> Supervisors and managers: includes supervisor, manager I and manager II levels that were in place prior to the implementation of the company's global career framework in 2023.

<sup>7</sup> Following the annual stockholders meeting on May 2, 2024, there will be one director self-identified as multicultural.



## Empowered people

### Diversity and inclusion

	UNIT	2019	2020	2021	2022	2023
<b>Representation of employees by age group (global)</b>						
<30	Percent	18.3	21.5	24.2	24.9	24.0
30-50	Percent	61.1	59.8	58.0	57.4	58.2
>50	Percent	20.6	18.7	17.8	17.7	17.8

### Career and culture

	UNIT	2019	2020	2021	2022	2023
Total new hires	FTE	8,417	6,494	8,303	10,370	8,987
Employee retention rate	Percent	88.0	89.7	84.7	84.9	86.7
Employee turnover or attrition rate	Percent	12.0	10.3	15.3	15.1	13.3
Employee voluntary turnover rate	Percent	9.5	7.1	11.4	12.3	10.3
Pay equity global (gender) <sup>1</sup>	Global BSC	99%+	Analysis not completed	99%+	Analysis not completed	99%+
Pay equity multicultural (U.S., including Puerto Rico) <sup>1</sup>	U.S. and Puerto Rico	99%+	Analysis not completed	99%+	Analysis not completed	99%+
All open positions filled by internal candidates	Percent	17.5	20.5	22.0	19.2	21.2
Period that long-term incentives for employees are paid out after	Years	4	4 <sup>2</sup>	4 <sup>2</sup>	4 <sup>2</sup>	4 <sup>2</sup>
Average learning hours/employee <sup>3</sup>	Hours	-	16.5	18.6	19.5	17.1

<sup>1</sup> Pay equity analysis completed every other year.

<sup>2</sup> Vesting for stock options and restricted stock units is generally four years, vesting in four equal annual installments. Fifty percent (50%) of long-term incentive awards granted to executive officers is in the form of performance share units, which have a three-year cliff vest.

<sup>3</sup> Inclusive of global indirect labor employees only.



## Empowered people

### Employee health and safety

	UNIT	2019	2020	2021	2022	2023
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	0.53	0.47	0.42	0.28	0.32
Total Recordable Injury Frequency Rate (TRIFR)	Injuries per 1 million hours worked	2.7	2.3	2.1	1.4	1.6
Lost Time Injury Frequency Rate (LTIFR)	Lost Time Injuries per 1 million hours worked	3.0	1.7	1.3	0.7	0.7
Occupational Lost Time Rate (OLTR)	Lost Time Days per 100 employees	5.9	4.7	4.5	3.0	4.4
TRIR, TRIFR, LTIFR and OLTR rate coverage	Percent of employees	66.0	67.0	98.0	100.0	100.0

### Community engagement

	UNIT	2019	2020	2021	2022	2023
Monetary value of philanthropic cash contributions <sup>1</sup>	USD millions	8.14	9.04	7.21	6.72	5.40
Boston Scientific Foundation (U.S.) cash contributions	USD millions	1.19	1.21	1.21	2.09	2.19
Employee volunteering hours	Hours	41,000	23,000	51,000	31,444	50,094
Overhead costs for management of philanthropic activities	USD millions	0.067	0.200 <sup>2</sup>	0.222 <sup>2</sup>	0.286 <sup>2</sup>	0.375 <sup>2</sup>

<sup>1</sup> 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.

<sup>2</sup> Data includes community engagement, sales charitable contributions committee costs and foundation consultant fees.



## Healthier planet

### Environmental impact<sup>1</sup>

	UNIT	2019	2020	2021	2022	2023
Total municipal water consumed	Million cubic meters	0.581	0.618	0.664	0.731	0.823
Total fresh water consumed	Million cubic meters	0.109	0.119	0.185	0.130	0.166
Total process water discharged	Million cubic meters	0.068	0.109	0.112	0.208	0.177
Total domestic water discharged	Million cubic meters	0.430	0.511	0.590	0.519	0.564
Water intensity	Cubic meters/USD millions net sales <sup>2</sup>	64	74	71	68	69
Total non-hazardous and hazardous waste generated	Metric tons	12,196	10,936	12,796	13,051	13,937
Total non-hazardous waste generated	Metric tons	11,200	9,978	11,703	11,977	12,642
Total non-hazardous waste recycled	Metric tons	8,943	7,843	8,673	8,563	9,682
Total non-hazardous waste energy recovered	Metric tons	1,744	1,545	1,962	2,124	1,767
Total non-hazardous waste disposed to landfill	Metric tons	514	591	1,067	1,290	1,193
Total hazardous waste generated	Metric tons	996	958	1,093	1,074	1,295
Total hazardous waste recovered	Metric tons	57	94	103	100	189
Total hazardous waste energy recovered	Metric tons	362	376	468	449	465
Total hazardous waste treatment	Metric tons	240	292	307	270	294
Total hazardous waste incinerated	Metric tons	218	152	181	225	246
Total hazardous waste landfilled	Metric tons	0	14	1	1	10
Total hazardous waste recycled	Metric tons	119	29	33	29	90
Environmental notice of violation	#	3	0	0	0	0

<sup>1</sup> Environmental impact metrics coverage includes all manufacturing and key distribution sites only, which represent approximately 66% of all employees in 2023.

<sup>2</sup> Represents GAAP net sales per Annual Report on Form 10-K.





## Healthier planet

Climate change <sup>1</sup>	UNIT	2019	2020	2021	2022	2023
Total scope 1 emissions — key manufacturing and distribution sites	tCO <sub>2</sub> e (metric tons)	34,168	35,908	35,395	35,596	37,640
Total scope 2 emissions (location-based) — key manufacturing and distribution sites	tCO <sub>2</sub> e (metric tons)	-	-	-	-	89,733
Total scope 2 emissions (market-based) — key manufacturing and distribution sites	tCO <sub>2</sub> e (metric tons)	50,611	17,823	16,889	13,121	7,923
Total scopes 1 and 2 emissions (location-based) — key manufacturing and distribution sites	tCO <sub>2</sub> e (metric tons)	-	-	-	-	127,373
Total scopes 1 and 2 emissions (market-based) — key manufacturing and distribution sites	tCO <sub>2</sub> e (metric tons)	84,778	53,730	52,284	48,717	45,563
Carbon intensity scopes 1 and 2 (market-based) — key manufacturing and distribution sites	tCO <sub>2</sub> e (metric tons) per million USD net sales <sup>2</sup>	7.9	5.5	4.4	3.8	3.2
Total scope 1 emissions — full company scope	tCO <sub>2</sub> e (metric tons)	-	-	-	-	82,704
Total scope 2 emissions (location-based) — full company scope	tCO <sub>2</sub> e (metric tons)	-	-	-	-	101,626
Total scope 2 emissions (market-based) — full company scope	tCO <sub>2</sub> e (metric tons)	-	-	-	-	19,817
Total scopes 1 and 2 emissions (location-based) — full company scope	tCO <sub>2</sub> e (metric tons)	-	-	-	-	184,330
Total scopes 1 and 2 emissions (market-based) — full company scope	tCO <sub>2</sub> e (metric tons)	-	-	-	-	102,521
Total energy consumed — key manufacturing and distribution sites	GWh	368	381	397	404	417
Energy intensity — key manufacturing and distribution sites	MWh per million USD net sales <sup>2</sup>	34	38	33	32	29
Renewable energy — key manufacturing and distribution sites <sup>3</sup>	Percent	6	35	38	40	46
Total electricity consumed — key manufacturing and distribution sites	MWh	187,736	185,329	205,187	212,505	234,631
Total renewable electricity consumed — key manufacturing and distribution sites <sup>3</sup>	MWh	22,508	131,896	149,617	161,485	192,280
Renewable electricity — key manufacturing and distribution sites <sup>3</sup>	Percent	11	71	73	76	82
Non-renewable fuels consumed — key manufacturing and distribution sites	MWh	186,393	191,645	192,076	191,365	182,327

<sup>1</sup> Market-based and location-based scope 2 emissions are reported following the GHG Protocol Scope 2 Guidance (2015). Location-based method relies on grid average emissions factors of the country (or sub-region) where electricity is consumed. Market-based method uses emission factors from contractual instruments for certified renewable electricity purchases, such as Energy Attribute Certificates and green tariffs where they exist, and average grid emission factors otherwise.

<sup>2</sup> Represents GAAP net sales per Annual Report on Form 10-K.

<sup>3</sup> Includes renewable electricity generated onsite and purchased electricity matched with electricity from renewable sources.



## Healthier planet

Climate change	UNIT	2019	2020	2021	2022	2023
Real estate independently certified for energy efficiency <sup>1</sup>	Percent	41	42	46	71	72
Number of LEED certified / registered buildings	#	13	15	16	12	16
Number of ISO 50001:2018 certified sites	#	5	6	9	12	13
Number of ISO 14001:2015 certified sites	#	15	16	16	17	17

<sup>1</sup> 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.





## Performance with integrity

Responsible supply chain	UNIT	2019	2020	2021	2022	2023
Total number of suppliers identified as Tier 1	#	1,650	1,489	1,356	1,071	1,142
Total number of Tier 1 suppliers identified as critical	#	141	137	130	128	119
Percentage of Tier 1 suppliers identified as critical	Percent	8.6	9.2	9.6	12.0	10.4
Supplier scorecard risk assessment — total number of Tier 1 suppliers assessed in last three years	#	333	337	313	290	298
Supplier scorecard risk assessment — percentage of Tier 1 suppliers assessed in last three years	Percent	20.2	22.6	23.1	27.0	26.1
Comprehensive assessment of critical (Tier 1) suppliers annually <sup>1</sup>	Percent	76.6	81.0	72.3	66.4	100.0

Compliance	UNIT	2019	2020	2021	2022	2023
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	687	-79	1,076	1,141	1,985
Reported taxes	USD millions	-4,013	2	36	443	393
Reported tax rate	Percent	-584.0	2.9	3.3	38.9	19.8
Cash paid for income taxes	USD millions	242	207	302	662	512
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

<sup>1</sup> Data prior to 2023 has been restated.



## Performance with integrity

Governance	UNIT	2019	2020	2021	2022	2023
Number of executive directors	#	1	1	1	1	1
Number of independent directors	#	9	9	9	9	10 <sup>1</sup>
Number of women on Board of Directors	#	3	3	3	3	4 <sup>1</sup>
Average tenure of independent board members (years)	#	6	7	7	8	6
Number of non-executive/independent directors who sit on four or fewer public company boards, including Boston Scientific	#	9	8	9	9	10 <sup>1</sup>
Number of public company boards outside of Boston Scientific on which non-executive/independent directors can sit <sup>2</sup>	#	3	3	3	3	3
Number of executive officers — women <sup>3</sup>	#	3	4	3	1	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 <sup>4</sup>	No. of Votes	1,396,195,349	1,417,165,707	1,426,724,712	1,434,780,104	1,467,095,627
Total annual CEO compensation <sup>5</sup>	USD millions	15.76	13.77	16.06	16.94	18.72
Median annual compensation for all employees <sup>5</sup>	USD thousands	65.6	59.3	68.9	76.1	54.1
Lobbying	USD millions	1.68	1.52	1.52	1.52	1.52
Lobbying — local, regional or national political campaigns	USD millions	0.26	0.25	0.22	0.18	0.20
Lobbying — trade associations	USD millions	0.14	0.13	0.21	0.11	0.18

<sup>1</sup> Each of Nelda Connors and Dave Roux will remain in their role as a director of the Company until their resignation becomes effective on the day of the 2024 Annual Meeting of Stockholders, which is scheduled to occur on May 2, 2024.

<sup>2</sup> 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.

<sup>3</sup> Executive officers: includes all executive officers listed in the Annual Report.

<sup>4</sup> Total number of shares outstanding as listed on the cover page of the applicable Annual Report on Form 10-K.

<sup>5</sup> Compensation is calculated in accordance with Item 402 of Reg S-K.





# Global Reporting Initiative index

The Global Reporting Initiative (GRI) Standards represent global best practices for reporting publicly on a range of ESG impacts. We continue to expand the scope of our ESG metrics and disclosures to topics material to our business and stakeholders. This report has been prepared with reference to the GRI Standards, using GRI 1: Foundation 2021. Applicable GRI sector standards are not currently available. The information cited in this GRI content index is for the period from January 1, 2023 to December 31, 2023.

The following table includes references to our 2023 Performance Report, 2023 Annual Report on Form 10-K and other documents available on [BostonScientific.com](https://www.bostonscientific.com).

INDICATOR	DESCRIPTION	RESPONSE
<b>GRI 2: General disclosures</b>		
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 <a href="#">Form 10-K</a> , Item 2. Properties, Page 34 <a href="#">Locations</a>
2-2	Entities included in the organization’s sustainability reporting	<a href="#">Form 10-K</a> , 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 2023 Performance Report covers the period between January 1, 2023 and December 31, 2023, unless otherwise indicated Contact: <a href="#">Investor Relations</a>
2-4	Restatements of information	If corrections are made to previously reported data, restatements are noted within the Performance Report and Performance Report Appendix
2-5	External assurance	Our scopes 1 and 2 energy and greenhouse gas (GHG) emissions data has been independently verified <a href="#">Scopes 1 and 2 emissions verification statement</a>
2-6	Activities, value chain and other business relationships	<a href="#">Form 10-K</a> , Item 1. Business, Page 3 <a href="#">Form 10-K</a> , Item 7. Management’s Discussion and Analysis of Financial Condition and Results of Operations, Page 38 Performance Report, Boston Scientific: 2023 at glance, <a href="#">Page 7</a> Performance Report, Performance with integrity, <a href="#">Page 49</a>
2-7	Employees	<a href="#">Form 10-K</a> , Item 1. Human Capital, Page 11 <a href="#">Performance Report Appendix</a>
2-8	Workers who are not employees	Not currently disclosed



INDICATOR	DESCRIPTION	RESPONSE
2-9	Governance structure and composition	<a href="#">Proxy Statement</a> <a href="#">Governance overview</a> Performance Report, Corporate responsibility at Boston Scientific, <a href="#">Page 8</a> Performance Report, Performance with integrity, <a href="#">Page 49</a>
2-10	Nomination and selection of the highest governance body	<a href="#">Proxy Statement</a> Performance Report, Performance with integrity, <a href="#">Page 49</a>
2-11	Chair of the highest governance body	<a href="#">Proxy Statement</a>
2-12	Role of the highest governance body in overseeing the management of impacts	Performance Report, Corporate responsibility at Boston Scientific, <a href="#">Page 8</a> Performance Report, Performance with integrity, <a href="#">Page 49</a> Performance Report Appendix, Stakeholder engagement, <a href="#">Page 58</a> <a href="#">Proxy Statement</a> <a href="#">Form 10-K</a> , Item 1. Business, Page 3
2-13	Delegation of responsibility for managing impacts	<a href="#">Proxy Statement</a> Performance Report, Corporate responsibility at Boston Scientific, <a href="#">Page 8</a> Performance Report, Performance with integrity, <a href="#">Page 49</a>
2-14	Role of the highest governance body in sustainability reporting	<a href="#">Proxy Statement</a> Performance Report, Corporate responsibility at Boston Scientific, <a href="#">Page 8</a>
2-15	Conflicts of interest	<a href="#">Code of Conduct</a> <a href="#">Proxy Statement</a>
2-16	Communication of critical concerns	<a href="#">Form 10-K</a> , Item 1A. Risk Factors, Page 19 <a href="#">Proxy Statement</a> <a href="#">Code of Conduct</a>
2-17	Collective knowledge of the highest governance body	<a href="#">Proxy Statement</a>
2-18	Evaluation of the performance of the highest governance body	<a href="#">Proxy Statement</a>
2-19	Remuneration policies	<a href="#">Proxy Statement</a>
2-20	Process to determine remuneration	<a href="#">Proxy Statement</a>
2-21	Annual total compensation ratio	<a href="#">Proxy Statement</a>



INDICATOR	DESCRIPTION	RESPONSE
2-22	Statement on sustainable development strategy	Performance Report, A message from our Chairman and Chief Executive Officer, <a href="#">Page 5</a>
2-23	Policy commitments	<a href="#">Form 10-K</a> , Item 1. Business Strategy, Page 3 Performance Report, Corporate responsibility at Boston Scientific, <a href="#">Page 8</a> Performance Report, Introduction, <a href="#">Page 2</a> <a href="#">Code of Conduct</a> <a href="#">Respecting human rights</a>
2-24	Embedding policy commitments	Performance Report, Performance with integrity, <a href="#">Page 49</a> <a href="#">Respecting human rights</a> <a href="#">Compliance and ethics</a>
2-25	Processes to remediate negative impacts	<a href="#">Compliance and ethics</a>
2-26	Mechanisms for seeking advice and raising concerns	<a href="#">Advice Line</a>
2-27	Compliance with laws and regulations	Boston Scientific adheres to all compliance requirements; see compliance references throughout the Performance Report and <a href="#">BostonScientific.com</a> <a href="#">Form 10-K</a> , Item 1. Regulatory Environment, Page 10 <a href="#">Form 10-K</a> , Item 8. Financial Statements and Supplementary Data, Note I - Commitments and Contingencies, Page 102 Performance Report Appendix, <a href="#">Metrics summary</a>
2-28	Membership associations	<a href="#">Trade association memberships</a>
2-29	Approach to stakeholder engagement	Performance Report, Corporate responsibility at Boston Scientific, <a href="#">Page 8</a> Performance Report Appendix, Stakeholder engagement, <a href="#">Page 58</a>
2-30	Collective bargaining agreements	<a href="#">Human rights, collective bargaining</a>
<b>GRI 3: Material topics 2021</b>		
3-1	Process to determine material topics	Performance Report Appendix, Materiality, <a href="#">Page 57</a>
3-2	List of material topics	Performance Report Appendix, Materiality, <a href="#">Page 57</a>
3-3	Management of material topics	<a href="#">Form 10-K</a> , Item 1. Business, Page 3 Performance Report, Corporate responsibility at Boston Scientific, <a href="#">Page 8</a> Performance Report Appendix, Materiality, <a href="#">Page 57</a>





INDICATOR	DESCRIPTION	RESPONSE
<b>GRI 200</b>		
201-1	Direct economic value generated and distributed	<a href="#">Form 10-K</a> , Item 8. Financial Statements and Supplementary Data, Page 66 Performance Report, Boston Scientific: 2023 at glance, <a href="#">Page 7</a>
201-2	Financial implications and other risks and opportunities due to climate change	<a href="#">Form 10-K</a> , Item 1A. Risk Factors, Page 19 Performance Report, Managing climate risk, <a href="#">Page 48</a>
201-3	Defined benefit plan obligations and other retirement plans	<a href="#">Form 10-K</a> , Item 8. Financial Statements and Supplementary Data, Note Q - Employee Retirement Plans, Page 117
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	<a href="#">Labor and human rights, commitment to labor initiatives or standards</a>
203-1	Infrastructure investments and services supported	<a href="#">Form 10-K</a> , Item 1. Marketing and Sales, Page 8
203-2	Significant indirect economic impacts	Performance Report, Innovative care, <a href="#">Page 12</a> Performance Report, Empowered people, <a href="#">Page 25</a> Performance Report, Healthier planet, <a href="#">Page 39</a> Performance Report, Performance with integrity, <a href="#">Page 49</a>
204-1	Proportion of spending on local suppliers	Performance Report, Responsible supply chain, <a href="#">Page 54</a>
205-1	Operations assessed for risks related to corruption	<a href="#">Anti-corruption &amp; governance</a>
205-2	Communication and training about anti-corruption policies and procedures	Performance Report, Governance and compliance, <a href="#">Page 50</a>
206-1	Legal actions for anti-competitive behavior, anti-trust and monopoly practices	<a href="#">Form 10-K</a> , Item 8. Financial Statements and Supplementary Data, Note I - Commitments and Contingencies, Page 102
<b>GRI 300</b>		
302-1	Energy consumption within the organization	Performance Report Appendix, <a href="#">Metrics summary</a>
302-3	Energy intensity	Performance Report Appendix, <a href="#">Metrics summary</a>
302-4	Reduction of energy consumption	Performance Report Appendix, <a href="#">Metrics summary</a>
302-5	Reductions in energy requirements of products and services	Performance Report, Embedding product stewardship, <a href="#">Page 46</a> Performance Report Appendix, <a href="#">Metrics summary</a>



INDICATOR	DESCRIPTION	RESPONSE
303-1	Water withdrawal	Performance Report Appendix, <a href="#">Metrics summary</a>
303-2	Water discharge	Performance Report Appendix, <a href="#">Metrics summary</a>
303-3	Water consumption	Performance Report Appendix, <a href="#">Metrics summary</a>
305-1	Direct (scope 1) GHG emissions	Performance Report Appendix, <a href="#">Metrics summary</a>
305-2	Energy indirect (scope 2) GHG emissions	Performance Report Appendix, <a href="#">Metrics summary</a>
305-5	Reduction of GHG emissions	Performance Report, Healthier planet, <a href="#">Page 39</a> Performance Report Appendix, <a href="#">Metrics summary</a>
306-1	Waste generation and significant waste-related impacts	Performance Report, Healthier planet, <a href="#">Page 39</a> Performance Report Appendix, <a href="#">Metrics summary</a>
306-2	Management of significant waste-related impacts	Performance Report, Healthier planet, <a href="#">Page 39</a> Performance Report Appendix, <a href="#">Metrics summary</a>
306-3	Waste generated	Performance Report Appendix, <a href="#">Metrics summary</a>
306-4	Waste diverted from disposal	Performance Report Appendix, <a href="#">Metrics summary</a>
306-5	Waste directed to disposal	Performance Report Appendix, <a href="#">Metrics summary</a>
307-1	Non-compliance with environmental laws and regulation	Performance Report Appendix, <a href="#">Metrics summary</a>
308-1	New suppliers that were screened using environmental criteria	Performance Report, Performance with integrity, <a href="#">Page 49</a>
<b>GRI 400</b>		
401-1	New employee hires and employee turnover	Performance Report Appendix, <a href="#">Metrics summary</a>
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	<a href="#">Benefits</a>
401-3	Parental leave	<a href="#">Benefits</a>



INDICATOR	DESCRIPTION	RESPONSE
403-2	Types of injury and rates of injury, occupational diseases, lost days, absenteeism and number of work-related fatalities	Performance Report Appendix, <a href="#">Metrics summary</a>
404-1	Average hours of training per year per employee	Performance Report Appendix, <a href="#">Metrics summary</a>
404-2	Programs for upgrading employee skills and transition assistance programs	Performance Report, Empowered people, <a href="#">Page 25</a>
404-3	Percentage of employees receiving regular performance and career development reviews	Performance Report, Empowered people, <a href="#">Page 25</a>
405-1	Diversity of governance bodies and employees	<a href="#">Proxy Statement</a> Performance Report Appendix, <a href="#">Metrics summary</a>
405-2	Ratio of basic salary and remuneration of women to men	Performance Report, Empowered people, <a href="#">Page 25</a> <a href="#">Pay equity</a>
406-1	Incidents of discrimination and corrective actions taken	<a href="#">Compliance and ethics</a>
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	<a href="#">Human rights</a>
408-1	Operations and suppliers at significant risk for incidence of child labor	<a href="#">Human rights</a>
409-1	Operations and suppliers at significant risk for incidence of forced or compulsory labor	<a href="#">Human rights</a>
411-1	Incidents of violations involving rights of Indigenous peoples	<a href="#">Human rights</a>
412-1	Operations that have been subject to human rights reviews or impact assessments	<a href="#">Human rights</a>
412-2	Employee training on human rights policies or procedures	Performance Report, Performance with integrity, <a href="#">Page 49</a> <a href="#">Human rights</a>
413-1	Operations with local community engagement, impact assessments and development programs	Performance Report, Working with our communities, <a href="#">Page 37</a> <a href="#">Community engagement</a>
414-1	New suppliers that were screened using social criteria	Performance Report, Performance with integrity, <a href="#">Page 49</a>
415-1	Political contributions	<a href="#">Political contributions</a>





INDICATOR	DESCRIPTION	RESPONSE
416-1	Assessment of the health and safety impacts of product and service categories	Performance Report, Caring for our employees, <a href="#">Page 35</a>
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Performance Report, Caring for our employees, <a href="#">Page 35</a>
417-1	Requirements for product and service information and labeling	Performance Report, Caring for our employees, <a href="#">Page 35</a> Performance Report, Embedding product stewardship, <a href="#">Page 46</a>
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 <a href="#">BostonScientific.com</a>



# Sustainability Accounting Standards Board index

Sustainability Accounting Standards Board (SASB) is an independent standards-setting organization dedicated to improving the effectiveness and comparability of corporate disclosure on ESG factors. The following table summarizes how our existing reporting is guided by recommended disclosure topics and accounting metrics for the Medical Equipment & Supplies industry standard, and it includes references to our 2023 Performance Report, 2023 Annual Report on Form 10-K and other documents available on [BostonScientific.com](https://www.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	<a href="#">Form 10-K</a> , Item 1. Healthcare Policies and Reimbursement, Page 11
Product Safety	Number of recalls issued, total units recalled	HC-MS-250a.1	Class I Recalls: 0 Class II Recalls: 10 Total units recalled: 625,411
	List of products listed in the FDA's MedWatch Safety Alerts for Human Medical Products database	HC-MS-250a.2	<a href="#">FDA's MedWatch Safety Alerts for Human Medical Products database</a>
	Number of fatalities related to products as reported in the FDA Manufacturer and User Facility Device Experience	HC-MS-250a.3	<a href="#">FDA Manufacturer and User Facility Device Experience (MAUDE) database</a>
	Number of FDA enforcement actions taken in response to violations of current Good Manufacturing Practices (cGMP), by type	HC-MS-250a.4	0 in 2023
Ethical Marketing	Total amount of monetary losses as a result of legal proceedings associated with false marketing claims	HC-MS-270a.1	\$0 in 2023
	Description of code of ethics governing promotion of off-label use of products	HC-MS-270a.2	<a href="#">Code of Conduct</a> , Page 40 Performance Report, Performance with integrity, <a href="#">Page 49</a>



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, Embedding product stewardship, <a href="#">Page 46</a>
	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	Nearly 23,000 lbs. of devices avoided ending up in landfill thanks to customer participation in our take-away program. Performance Report, Embedding product stewardship, <a href="#">Page 46</a>
Supply Chain Management	Percentage of (1) entity's facilities and (2) Tier I suppliers' facilities participating in third-party audit programs for manufacturing and product quality	HC-MS-430a.1	All Boston Scientific medical device manufacturing facilities are audited by external regulators or applicable authorities. A majority of our direct suppliers are ISO certified (for example ISO 9001 or ISO 13485), as applicable, and demonstrate compliance and quality through certification audits. <a href="#">Form 10-K</a> , Item 1. Medical Device Regulatory Approvals, Page 10
	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: <ul style="list-style-type: none"> <li>• Leverage product identification technologies, such as barcoding identification to track the information of products.</li> <li>• 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 regularity, quality and customs control requirements.</li> </ul>
	Description of the management of risks associated with the use of critical materials	HC-MS-430a.3	<a href="#">Form 10-K</a> , Item 1. Manufacturing and Raw Materials, Page 9 Performance Report, Performance with integrity, <a href="#">Page 49</a>
Business Ethics	Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption	HC-MS-510a.1	\$0 in 2023
	Description of code of ethics governing interactions with health care professionals	HC-MS-510a.2	<a href="#">Code of Conduct</a> , Page 32 Performance Report, Performance with integrity, <a href="#">Page 49</a>
ACTIVITY METRICS		CODE	RESPONSE
	Number of units sold by product category	HC-MS-000.A	Not currently disclosed



# Task Force on Climate-related Financial Disclosures index

The Financial Stability Board’s Task Force on Climate-related Financial Disclosures (TCFD) was established to help identify the information needed by stakeholders to appropriately assess and price climate-related risks and opportunities. The following table provides responses to key disclosures on climate change and includes references to our 2023 Performance Report, 2023 Annual Report on Form 10-K and other documents available on [BostonScientific.com](https://www.bostonscientific.com).

RECOMMENDATION	DISCLOSURE ALIGNMENT	SUMMARY OF CURRENT STATE
<p><b>Governance</b></p> <hr/> <p>Disclose the organization’s governance around climate-related risks and opportunities.</p>	<p>a. Describe the board’s oversight of climate-related risks and opportunities.</p> <hr/> <p>b. Describe management’s role in assessing and managing climate-related risks and opportunities.</p>	<ul style="list-style-type: none"> <li>• 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.</li> <li>• 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.</li> <li>• In furtherance of our commitment to sustainability, an ESG scorecard, designed to incentivize companywide progress toward DE&amp;I, engagement and environmental goals, has been a part of our annual bonus plan (for all bonus-eligible employees, including senior leadership) since 2021.</li> </ul> <p>Additional resources:            Performance Report, Healthier planet, <a href="#">Page 39</a>  <a href="#">Annual Proxy Statement</a></p>



RECOMMENDATION	DISCLOSURE ALIGNMENT	SUMMARY OF CURRENT STATE
<p><b>Strategy</b></p> <hr/> <p>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.</p>	<p>a. Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.</p> <hr/> <p>b. Describe the impact of climate-related risks and opportunities on the organization’s businesses, strategy, and financial planning.</p> <hr/> <p>c. Describe the resilience of the organization’s strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.</p>	<ul style="list-style-type: none"> <li>• 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.</li> <li>• In recent years, there has been an increased focus from certain investors, customers, employees, regulators and other stakeholders globally concerning corporate responsibility and sustainability matters. From time to time, we announce certain initiatives, including goals, regarding our focus areas, which include environmental matters, including carbon emissions and renewable energy goals, and responsible sourcing. We may fail, or be perceived to fail, in our achievement of such initiatives or goals or we could fail in accurately reporting our progress on such initiatives and goals. Such failures could be due to changes in our business. Moreover, the standards by which corporate responsibility and sustainability efforts and related matters are measured are developing and evolving, and certain areas are subject to assumptions that could change over time. In addition, we could be criticized for the scope of such initiatives or goals or perceived as not acting responsibly in connection with these matters. Any such matters, or related corporate responsibility and sustainability matters, could have a material adverse impact on our future results of operations, financial condition and cash flows.</li> <li>• 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.</li> <li>• Leveraging this partnership, the company also conducted a detailed climate-related scenario analysis in 2022, which covered SSP1-2.6, SSP2-4.5 and SSP5-8.5 for the 2030 and 2050 time horizons across all key facilities. We continue to assess and evaluate.</li> <li>• The output from the climate-related scenario analysis showed no material risks. The primary risk over the long term is extreme temperatures.</li> <li>• In 2023, the company also conducted a country-level climate transition risk analysis for the countries where Boston Scientific has key facilities, which we continue to assess and evaluate.</li> </ul>



RECOMMENDATION	DISCLOSURE ALIGNMENT	SUMMARY OF CURRENT STATE
<p><b>Risk Management</b></p> <hr/> <p>Disclose how the organization identifies, assesses, and manages climate-related risks.</p>	<p>a. Describe the organization’s processes for identifying and assessing climate-related risks.</p> <hr/> <p>b. Describe the organization’s processes for managing climate-related risks.</p> <hr/> <p>c. Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization’s overall risk management.</p>	<ul style="list-style-type: none"> <li>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.</li> <li>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.</li> <li>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).</li> </ul> <p>Additional resources: Performance Report, Healthier planet, <a href="#">Page 39</a> Performance Report, Performance with integrity, <a href="#">Page 49</a></p>
<p><b>Metrics and Targets</b></p> <hr/> <p>Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.</p>	<p>a. Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.</p> <hr/> <p>b. Disclose scope 1, scope 2 and, if appropriate, scope 3 greenhouse gas (GHG) emissions and the related risks.</p> <hr/> <p>c. Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.</p>	<ul style="list-style-type: none"> <li>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).</li> <li>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.</li> <li>We use and disclose a wide range of climate-related metrics and report to CDP (2023 score: B).</li> <li>Manage and disclose our zero-waste target by 2030 and manage and disclose water resources and metrics.</li> </ul> <p>Additional resources: Performance Report, Healthier planet, <a href="#">Page 39</a> Performance Report Appendix, <a href="#">Metrics summary</a></p>



# United Nations Sustainable Development Goals

The [United Nations Sustainable Development Goals \(SDGs\)](#) are a set of 17 global goals with the aim to end poverty, fight inequality and injustice, and tackle climate change by 2030. The following table summarizes how our reporting aligns with the SDGs. More information on our priorities can also be found in [Corporate responsibility at Boston Scientific](#).



## Innovative care



## Empowered people



## Healthier planet



## Performance with integrity



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