



BOSTON SCIENTIFIC'S POLICY STATEMENT REGARDING

EQUAL EMPLOYMENT OPPORTUNITY AFFIRMATIVE ACTION

We, Boston Scientific, are an equal employment opportunity employer. Our goal is to have a diverse workforce representative of all people, at all job levels in the organization. We do not and will not make any personnel decisions (like recruiting, hiring, job assignments, and promotions) based on age, color, national origin, citizenship status, physical or mental disability, race, religion, creed, gender, sex, sexual orientation, gender identity, gender expression, genetic information, marital status, status with regard to public assistance, veteran status, or any other characteristic protected by federal, state or local law.

At Boston Scientific, we believe that the best and most innovative products are developed in a place where people express, welcome, and encourage different viewpoints. We celebrate diversity - of human beings and ideas - and are committed to creating an inclusive workplace for all employees. We comply with all local, state, and federal laws, rules, and regulations in our personnel actions, including hiring, compensation, benefits, transfers, layoffs and recall from layoffs, access to training and other development opportunities, education, educational assistance, and social recreation programs.

Boston Scientific recognizes that some individuals may have personal situations that limit their abilities to perform certain aspects of their jobs. We are committed to providing opportunities for employees to be successful. As such, we will provide reasonable accommodations for qualified individuals with disabilities. If you are currently disabled or become disabled and are in need of a reasonable accommodation, you should contact People Services at 1-800-570-4455 prompt 6 or [GlobalTalentAcq@bsci.com](mailto:GlobalTalentAcq@bsci.com). In addition, employees may self-identify disability status at any time during employment by accessing [Diversity Equity & Inclusion Resources](#) and clicking on [Take the Self-ID Survey Today!](#) button.

There is a culture of integrity at Boston Scientific. We are committed to conducting business ethically by acting honestly, by treating applicants and employees fairly, and reporting concerns, should they arise. Boston Scientific prohibits and will not tolerate harassment, intimidation, threats, coercion, or other discrimination toward any individual for any reason, including because the person has: filed a complaint or assisted or participated in an investigation, compliance review, hearing, or any other activity related to the administration of any federal, state or local law requiring equal employment opportunity; opposed any act or practice made unlawful by any federal, state or local law requiring equal opportunity; or exercised any other right protected by federal, state or local law requiring equal opportunity.

To ensure oversight and compliance with our Equal Employment Opportunity Policy, I have asked Therese Marso, Legal Counsel Director, to assume the responsibilities of Corporate EEO Officer under my direction. As the Corporate EEO Officer, she is responsible for overseeing our Affirmative Action Plans, including periodically analyzing the Company's personnel actions and their effects to ensure compliance with our equal employment opportunity

If you, as one of our employees or as an applicant for employment, have any questions about this policy or would like to view portions of the Affirmative Action Plan, please contact Therese Marso at (651) 582-7740 or [Therese.Marso@bsci.com](mailto:Therese.Marso@bsci.com) regular business hours.

I support our Affirmative Action and Equal Employment Opportunity program and ask for the continued assistance and support of all Boston Scientific Employees to attain our objective of equal employment opportunity for all.

**Michael Mahoney**  
Chairman, President & CEO