



# Gender pay gap results

## 2025 UK

The following charts detail trends suggestive of unintended pay gaps and opportunities for UK (including Northern Ireland) workforce as of 05 April 2025.

### Hourly rate gap (all employees)

Mean	% Difference Men / Women	Median
<b>11.6%</b>		<b>11.0%</b>

On average, in the 2025 reporting year, our records suggest women are paid 11.6% less than men in our UK workforce.

This indication remains broadly consistent with last year's results, where the mean gap was 11.5%, and the median gap has increased slightly from 10.5% to 11.0%. We continue to be confident that women and men are being paid the same for comparable roles.

As with prior years, the primary driver of the overall difference in average earnings remains the relatively much lower representation of women in senior leadership positions, which typically attract higher levels of compensation.

We will continue to focus on increasing more opportunities for all employees at senior levels which may also reduce the concomitant differences found over the coming years.

### Bonus gap

Mean	% Difference Men / Women	Median
<b>14.5%</b>		<b>14.8%</b>

This year, we've observed the average bonus gap between men and women increased to 14.5% (mean) and 14.8% (median), compared with 10.0% and 8.3% last year.

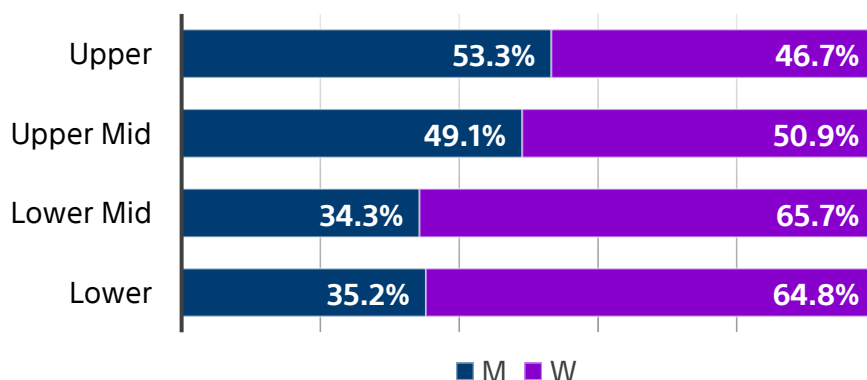
We understand the increase to be largely driven by the continued higher concentration of male employees in senior positions, where bonus payouts represent a larger proportion of total compensation.

As in previous years, this existing distribution has a significant impact on the bonus gap. Additionally, year-on-year changes were influenced by participation in bonus schemes, and the distribution of variable pay across levels.

We will continue to monitor these movements closely and remain committed to increasing opportunities that can help mitigate existing differences.



## Proportion of men and women in each quartile band



The population is divided into four equal parts or “quartiles” based on hourly pay. This breakdown reflects the distribution of women and men across the organisation.

Women continue to represent the majority in the lower two quartiles, and this trend has increased slightly this year, particularly in the lower quartile.

Representation in the upper mid and upper quartiles remains more balanced, with a small majority of men at the highest pay levels.

These patterns highlight the ongoing opportunity to increase talent in the most senior and highest-paid roles.

We remain focused on supporting career progression, development pathways, and strong representation of all employees to make sure everyone can contribute at all levels in the company.

## Proportion of men and women receiving a bonus

Men	Women
<b>88.7%</b>	<b>87.5%</b>

This year, our records indicate that 88.7% of men and 87.5% of women received a bonus, representing a decrease for both groups versus last year (93.4% men and 92.2% women).

The reduction appears linked to eligibility timing for new hires and workforce changes throughout the year, which affected both groups similarly.

Importantly, the proportion of employees receiving a bonus remains well aligned, showing equity of access to bonus opportunities.



I confirm the data reported is accurate.

**Boston Scientific Limited**

/s/ Emily Woodworth

Emily Woodworth

Director