AGREEMENT AND GENERAL RELEASE OF ALL CLAIMS

I, Narin Anderson, am voluntarily entering into this Agreement and General Release of All Claims ("Agreement") with Boston Scientific Corporation or any of its subsidiaries or affiliates ("BSC"). This Agreement shall not become effective until the Effective Date (as defined in Paragraph 20, below).

1. SEPARATION OF EMPLOYMENT

I hereby acknowledge and agree that my position as Principal Packaging Engineer and as an employee of BSC will end or has ended on June 30, 2025 ("Separation Date").

2. PAYMENTS BY BSC

(a) Within thirty (30) days of the Effective Date of this Agreement, BSC will pay me a lump sum payment of $67,926.88, less taxes and applicable withholdings. Upon the Separation Date, I will not be eligible for any payments or benefits other than those described in this Agreement.

(b) I understand and agree that BSC is not otherwise required or obligated to pay me the payments described above in this Paragraph 2, and that these payments are adequate consideration for my obligations under this Agreement, including my Release of Claims below.

(c) I acknowledge and agree that I have been paid all wages and other amounts to which I am entitled to date, and I understand that I will be paid any remaining wages pursuant to BSC's usual payroll schedule.

3. TERMINATION OF EMPLOYMENT BENEFITS

(a) I agree and acknowledge that my participation in BSC's 401(k) Plan, Stock Option Plan(s), and Global Employee Stock Ownership Plan, if any, Accidental Death and Dismemberment (AD&D), Business Travel Accident, Life Insurance, and Short-Term and Long-Term Disability Plans will terminate as of my Separation Date, as will my accrual of vacation time. I understand that my participation in and entitlement to any other benefits and benefit plans in which I am currently enrolled, but which are not specifically addressed in this Agreement, terminate on the Separation Date.

(b) My participation (and the participation of my eligible dependents) in BSC's Medical/Dental/Vision Plans and Healthcare Flexible Spending Account shall continue through the Separation Date, on the same terms and conditions as such coverage and/or participation is made available to BSC employees generally. I may continue my participation in BSC's Medical/Dental/Vision Plans and Healthcare Flexible Spending Account for eighteen (18) (or possibly more) months as provided under the Consolidated Omnibus Budget and Reconciliation Act of 1986 ("COBRA"), if I am eligible for and timely elect it. During the time of such participation, I will be responsible for making timely payments for the then-applicable costs and fees.

(c) To enable BSC to comply with its obligation to provide me notice of my rights to continue Medical/Dental/Vision Plan and/or Healthcare Flexible Spending Account participation, I agree to inform BSC of any change in address or dependent or marital status. I also understand that the terms of BSC's Medical/Dental/Vision Plans and Healthcare Flexible Spending Account offered to BSC employees

generally may change from time to time, and that my coverage and/or participation and associated costs will be subject to any such change.

4. RELEASE BY EMPLOYEE

In consideration of and in exchange for the commitment of BSC to provide the benefits set forth in this Agreement, on behalf of myself, my heirs, administrators, executors and assigns, I release and forever discharge BSC and its subsidiaries, affiliates, predecessors, successors, and assigns and the current and former directors, officers, shareholders, employees, representatives and agents of each of them (collectively "Releasees") from any and all claims, agreements, obligations, injuries, damages, causes of action, debts or liabilities ("Claims") that I may have or may ever have had, whether known or unknown, against any of the Releasees, as a result of any facts or circumstances that occurred or existed or of which I had notice at any time to the date of my execution of this Agreement. This release includes the following Claims, without limitation, all Claims based on any facts or circumstances arising out of or in any way connected with or relating to my employment with BSC, including but not limited to, the release of Claims of breach of contract, impairment of economic opportunity, defamation, misrepresentation, intentional infliction of emotional harm or other tort, or violation of the Civil Rights Act of 1866, as amended, Title VII of the Civil Rights Act of 1964, as amended, the Age Discrimination in Employment Act, the Older Worker Benefit Protection Act, the Civil Rights Act of 1991, the Americans with Disabilities Act, the Family and Medical Leave Act, the Employee Retirement Income Security Act of 1974, as amended, the Worker Adjustment and Retraining Notification Act, the Lilly Ledbetter Fair Pay Act of 2009, the Genetic Information Nondiscrimination Act, the Fair Credit Reporting Act, the Minnesota Human Rights Act, and any other federal, state or municipal statute, ordinance or the common law relating to employment or employment discrimination that may be legally waived and released, and Claims arising out of any legal restrictions on the rights of BSC to take employment actions, that I now have or claim to have, or which I heretofore had, or which I may have or claim to have at any time hereafter based on actions or omissions that occurred on or before the date of my execution of this Agreement. I also expressly waive any and all remedies that may be available under any statute or the common law, including, without limitation, back pay, front pay, other damages, attorney's fees, court costs and reinstatement.

This Release does not release any claims for 1) benefits to which I may be entitled under any of BSC's "employee benefit plans" as defined in the Employee Retirement Income Security Act of 1974, as amended, by reason of my employment with BSC; 2) unemployment or any state disability insurance benefits pursuant to the terms of applicable state law; 3) workers' compensation insurance benefits pursuant to applicable state law under any workers' compensation insurance policy or fund of BSC; 4) continued participation in COBRA, or any state law counterpart for any such Company plans not subject to COBRA; or 5) any stock and stock options pursuant to the terms of existing written and authorized stock option, stock purchase, and/or stock issuance agreement(s) and any addenda or waiver thereto, between me and BSC, properly issued in accordance with a standard BSC stock or stock option plan.

5. CLAIMS NOT RELEASED; REPORTING OF VIOLATIONS

(a) I acknowledge that this Agreement shall not preclude me from bringing a charge or suit to challenge the validity or enforceability of this Agreement under the Age Discrimination in Employment Act (29 U.S.C. § 620, et seq.) as amended by the Older Workers Benefit Protection Act, so long as I take all reasonable steps necessary to refuse any damages. I acknowledge that nothing in this Agreement is intended to limit or impair in any way my right to file a charge with the U.S. Equal Employment Opportunity Commission

(EEOC) or comparable state and local agencies, or my right to participate in or cooperate with the investigation of any charge filed with such agencies. However, the consideration provided to me in this Agreement shall be the sole relief provided to me for the claims that are released by me herein, and I will not be entitled to recover, and agree to waive, any monetary benefits or recovery against BSC in connection with any such claim, charge or proceeding without regard to who has brought such complaint or charge.

(b) I acknowledge that nothing in this Agreement, including without limitation the Release, the Nondisclosure of Proprietary Information, the No Detrimental Communications, the Future Assistance, and the Confidentiality provisions, prohibits me from reporting possible violations of federal law or regulation to any governmental agency or entity or self-regulatory organization, including but not limited to the Department of Justice, the Securities and Exchange Commission, the Congress, any agency Inspector General, disclosing any factual information related to a claim filed in a civil action or a charge filed with a governmental agency, discussing or disclosing terms and conditions of employment or exercising any rights protected by Section 7 of the National Labor Relations Act, or making other disclosures that are protected under the whistleblower provisions of federal law or regulation. I further acknowledge that I do not need the prior authorization of BSC to make any such reports or disclosures or engage in other permissible activity and am not required to notify BSC that I have made such reports or disclosures or have engaged in other permissible activity.

(c) I represent that I have not sought and will not seek or accept any damages or individualized relief in connection with any complaints or charges filed against Releasees with any local, state or federal agency or court. I agree that if any complaint or charge is filed on my behalf, or if I file a charge as provided in Paragraph 5(a), I shall take all reasonable steps necessary to refuse any damages or individualized relief in connection therewith.

6. REPRESENTATIONS AS TO CLAIMS

(a) I represent and warrant that I have not filed any claims, complaints, charges, or lawsuits, including any class action, against any of the Releasees.

(b) I represent and warrant that I am not presently aware of any injury for which I may be eligible for workers' compensation benefits, I have not made any claim for illness or injury against any of the Releasees, and I am not aware of any facts supporting any claim against any of the Releasees for medical expenses that have been or may be incurred by me.

(c) I represent and warrant that I am not enrolled in the Medicare program, have not been enrolled in the Medicare program at any time during my employment with BSC, and have not received Medicare benefits for medical services or items related to any Claims arising out of my employment at BSC. I further represent and warrant that no Medicaid payments have been made to or on behalf of me and that no liens, claims, demands, subrogated interests, or causes of action of any nature or character exist or have been asserted arising from or related to my employment at BSC. I agree that I, and not BSC, shall be responsible for satisfying all such liens, claims, demands, subrogated interests, or causes of action that may exist or have been asserted or that may in the future exist or be asserted.

To the extent that my representations and warranties related to my Medicare status, Medicaid payments, or receipt of medical services and items related to the Claims are inaccurate, not current, or misleading, I will indemnify and hold harmless BSC from any and all claims, demands, liens, subrogated interests, and causes of action of any nature or character that have been or may in the future be asserted by Medicare, the Centers for Medicare & Medicaid Services, a Coordination of Benefits Contractor, a Medicare Secondary Payer

Recovery Contractor, persons or entities acting on behalf of Medicare or Medicaid, or any other person or entity, arising from or related to this Agreement, the payment of any consideration pursuant to this Agreement, any conditional payments made by Medicare, or any medical expenses or payments arising from or related to the Claims that are subject to this Agreement, including but not limited to: (a) all claims and demands for reimbursement of conditional payments or for damages or double damages based upon any failure to reimburse Medicare for conditional payments; (b) all claims and demands for penalties based upon any failure to report, late reporting, or other noncompliance with or violation of Section 111 of the Medicare, Medicaid, and SCHIP Extension Act of 2007; and (c) all Medicaid liens. This indemnification obligation includes all damages, double damages, fines, penalties, attorneys' fees, costs, interest, expenses, and judgments incurred by or on behalf of BSC in connection with such claims, demands, liens, subrogated interests, or causes of action.

(d) I represent and warrant that I have not assigned or transferred or purported to assign or transfer any Claim against Releasees.

7. NO LIABILITY ADMITTED

I acknowledge that neither BSC's execution of this Agreement, nor BSC's performance of any of its terms shall constitute an admission by BSC of any wrongdoing by any of the Releasees.

8. NONDISCLOSURE OF PROPRIETARY INFORMATION; RETURN OF BSC PROPERTY

(a) Subject to Paragraph 5(b), and to the full extent permitted by applicable law, I agree to keep entirely secret and confidential, and not disclose to any person or entity, in any fashion or for any purpose whatsoever, any Proprietary Information of any of the Releasees. Proprietary Information is information which is valuable to Releasees and not generally known to their competitors or the public, including but not limited to materials and information (whether or not reduced to writing) relating to their operating procedures, products, methods, service techniques, designs, specifications, trade secrets, cost data, profits, markets and sales, customer lists, plans for present and future research, development and marketing.

(b) On or before the Separation Date, I shall deliver to BSC all property owned by any of the Releasees, and all documents and material of any nature containing any Proprietary Information, including summaries, analyses, or other format that contains any Proprietary Information, without retaining any copies, whether in printed or other tangible form, or in electronic or other information storage retrieval systems or any medium from which Proprietary Information may be ascertained or discerned.

9. NO DETRIMENTAL COMMUNICATIONS

Subject to Paragraph 5(b), and to the full extent permitted by applicable law, I agree not to make or cause to be disclosed any negative, adverse or derogatory statements to any media outlet, industry group, financial institution or current or former employee, consultant, client or customer of the Releasees regarding any of the Releasees or about any of the Releasees' products or services, business affairs, financial condition or prospects for the future. I represent to BSC that I have made no such communication, and I acknowledge that BSC is relying upon my representation in entering into this Agreement. I understand that my agreement to make no detrimental communications regarding the Releasees does not interfere with or restrict my ability to communicate with any federal, state, or local agency, including any with which a charge has been filed.

I agree that I will refer any prospective employer inquiring about my work history at BSC to CCC Verify

at www.cccverify.com or 855-901-3099 or any other current third-party verification service used by BSC.

10. FUTURE ASSISTANCE

BSC may seek my assistance, cooperation and/or truthful testimony in connection with any investigation, litigation, patent application or prosecution, or intellectual property or other proceeding about which BSC believes I have knowledge or information. Subject to Paragraph 5(b), I agree to provide such assistance, cooperation and/or truthful testimony upon BSC's request.

11. PRIOR AGREEMENTS

Subject to Paragraph 5(b), this Agreement supersedes and cancels any prior employment agreements or arrangements I may have entered into with BSC except for the Agreement Concerning Employment ("Employment Agreement") I signed, attached as Attachment 1. I acknowledge that I am subject to restrictions on post-employment activities under my Employment Agreement and that those restrictions survive the termination of my employment. In the event of a dispute over matters covered by the Employment Agreement, the terms of the Employment Agreement prevail and govern the dispute.

12. CONFIDENTIALITY

I agree to keep confidential the existence of this Agreement, as well as all of its terms and conditions, and not to disclose to any person or entity, including but not limited to any current or former employees of BSC, the existence, terms or conditions of this Agreement except to my attorney, financial advisors and/or members of my immediate family provided they agree to keep confidential the existence, terms and conditions of this Agreement. In the event that I believe I am compelled by law to divulge the existence, terms or conditions of this Agreement in a manner prohibited by the preceding sentence, I will notify BSC (by notifying BSC's Legal Department) of the basis for the belief before actually divulging the information. I confirm that as of the date of signing this Agreement, I have not disclosed the existence, terms or conditions of this Agreement, except as permitted by this Paragraph 12.

13. FAILURE TO MEET OBLIGATIONS

If I breach any obligations under this Agreement, including, but not limited to, the obligations set forth in Paragraphs 8(a), 9, and 12, BSC shall be entitled to pursue all available remedies for such breach, including injunctive relief and the recovery of damages from me. I agree that, in the event of my breach of any obligations under this Agreement, I shall, upon demand by BSC, immediately repay to BSC all sums paid to me pursuant to the terms of this Agreement, excluding payments under Paragraph 2(d) and shall immediately become obligated to pay all other damages sustained by BSC and/or Releasees as a result of the actual breach. I understand that this paragraph shall not be interpreted to limit my right to file a charge or suit as set forth in Paragraph 5(b).

14. GOVERNING LAW; SEVERABILITY

This Agreement is entered into and shall be construed under the laws of the State of Delaware, without regard to its conflict of laws rules. BSC and I agree that any claims regarding or relating to this Agreement shall be subject to exclusive jurisdiction in Delaware. In the event any provision of this Agreement is determined to be illegal or unenforceable by an authorized court of competent jurisdiction, BSC and I agree that the remainder of this Agreement shall remain enforceable to the fullest extent possible.

15. WAIVERS; AMENDMENTS

If I or BSC fail to require the performance of any term or obligation of this Agreement, or if I or BSC waive any breach of this Agreement, this shall not be deemed a waiver of any subsequent breach and shall not prevent any subsequent enforcement of any term or obligation in the Agreement. No portion of this Agreement may be modified, changed, or waived except by a writing signed by BSC and me with specific reference made to this Agreement.

16. NO OTHER INDUCEMENTS

This Agreement represents the entire understanding between BSC and me with respect to its subject matter. Any and all prior negotiations are merged into this Agreement. There are no representations that are not contained herein that have been made or relied upon by BSC or me into entering this Agreement.

17. PERSONS BOUND BY THE AGREEMENT

This Agreement shall be binding upon and inure to my benefit and to the benefit of each of the Releasees and our respective successors and assigns.

18. PREVAILING PARTY ENTITLED TO FEES

In the event that any action or proceeding is initiated to enforce or interpret the provisions of this Agreement, or to recover for a violation of the Agreement, the prevailing party in any such action or proceeding shall be entitled to its costs, including reasonable attorneys' fees; provided that if I file a lawsuit challenging the waiver of ADEA claims contained herein, the prevailing party will be entitled to its costs, including reasonable attorneys' fees, only to the extent specifically authorized under federal law.

19. CONSIDERATION OF AGREEMENT AND DEADLINE FOR RETURN

I acknowledge that I have been given the opportunity to consider this Agreement for twenty-one (21) days before executing it; I further acknowledge that I have been advised by BSC in this Agreement to consult with an attorney before executing the Agreement. If I execute the Agreement within less than twenty-one (21) days of the date of its delivery to me, I acknowledge that such decision was entirely voluntary and that I had the opportunity to consider this Agreement for the entire twenty-one (21) day period. I agree that any modifications, material or otherwise, made to this Agreement do not restart or affect in any manner the original twenty-one (21) day consideration period. I understand that the Agreement must be returned to the Company electronically or postmarked no later than twenty-two (22) days following its receipt or my last day of employment with the Company, whichever is later, to the following address: Boston Scientific Corporation, Attn: Monica Ward, One Scimed Place, Maple Grove, MN 55311; Monica.Ward@bsci.com.

20. RIGHT TO REVOKE/RESCIND

I understand that I have the right to revoke or rescind this Agreement within fifteen (15) days ("Revocation Period") after signing it. I understand that to revoke this Agreement, I must deliver a written notice of revocation to BSC by hand or by certified mail, return receipt requested, and postmarked within the Revocation Period to Attn: Monica Ward I understand that, if I do not execute this Agreement or if I revoke it, then this Agreement is null and void and no payment or consideration under this Agreement will be provided to me. I understand that this Agreement shall not become effective or enforceable until the Revocation Period expires (the "Effective Date"). Accordingly, I understand that payments and other benefits called for by BSC under this Agreement shall not be made until after the Effective Date.

21. NO-REHIRE/REINSTATEMENT

I agree that I will not seek re-employment with BSC or Releasees. However, nothing in this Agreement will require me to resign a job with a company should BSC acquire it.

22. VOLUNTARY AGREEMENT

By signing this Agreement, I acknowledge that I have had the opportunity to consult with an attorney of my choice; that I have carefully reviewed and considered this Agreement; that I understand the terms of the Agreement and that I voluntarily agree to them.

UNDERSTOOD, ACCEPTED AND AGREED:

By: _____ _____
Narin Anderson Date

BOSTON SCIENTIFIC CORPORATION

By: _____ _____
Jill Swenson Date
VP, HR Business Partner

Attachment: Employment Agreement