EXHIBIT H – INTERPRETIVE BRIDGE & MY PERSONAL STATEMENT

PREPARED FOR: Boston Scientific Leadership

FROM: Narin Anderson

DATE: October 24, 2025

RE: Reason Behind My Actions

To Executive Leadership of Boston Scientific:

I write this not as a legal gesture, but as a fellow colleague. For more than two decades, I served as a high-performing engineer—driven not by recognition, but by pride in the work itself. I have given Boston Scientific the best years of my professional life. I rose to the challenge and call by leadership to create novel and memorable designs as part of the team on flagship programs such as the Innova Stent Platforms and ELUVIA Drug Eluting stent systems, supported teams through impossible schedules, and dedicated myself to outcomes that made a difference for patients. I have never once lost my commitment to the standard this company taught me: ***that integrity is not a slogan***, but a discipline. I built my career on that belief. I trusted it. I trusted that if I did the right thing, the company would, too. That is why the events of the past year have been so profoundly disorienting.

Before this matter proceeds further, I want you to understand why we are here. This is not about a disagreement in management style. It is about something far deeper: a deliberate violation of professional identity built over decades, personal dignity, and truth itself under the guise of performance management. To be told by a former (junior) peer who was promoted to become my manager without a fair competitive process that I "do not meet the standard of a Principal Engineer" was not a critique. That statement did not assess my work; it attempted to rewrite who I am and a complete rejection of a truth I have lived.

The most corrosive act was the deliberate falsification of the April 14 record—the conscious creation of a lie where the truth was known—was not a managerial misstep. This was an act of profound bad faith, an attempt to gaslight me and weaponize my own presence against me. And when that fabrication was defended rather than corrected—the betrayal became complete. It was the collapse of the very foundation I had stood on for my entire career. It was the moment I realized that the values I believed in were no longer being practiced by the people entrusted with them. This is a violation from which there is no recovery because trust that takes years to build can easily be lost and is nearly impossible to restore.

I have done everything I could to resolve this matter quietly. I brought forward contemporaneous documentation, even audio evidence. I approached the C-Suite privately, in good faith, trusting that leadership would see what I saw and act in alignment with the standards the company professes. Instead, the truth was set aside. The documentation was ignored. The fabrication was ratified. And a twenty-five-year employee was told—through actions, not words—that his integrity was more expendable than the reputation *of the people who violated it*. I was asked to accept a narrative about myself that I knew was false—because the company had chosen convenience over correction.

There is no harsher lesson than learning that the place you committed your life's work to cannot bring itself to correct a simple, undeniable wrong. The injury was not the falsified document alone; it was the realization that truth no longer mattered once it became uncomfortable. What could have been resolved with a simple acknowledgment became, through silence, a moral injury. And what could have been restored became, through inaction, a permanent breach.

Through it all, I continued to work with professionalism while the record remained false. I did not retaliate, badmouth my manager, or abandon restraint. I kept delivering results while carrying the knowledge that my own manager's written account of our April meeting was knowingly untrue and later connecting the dots that he was also actively creating a negative narrative against me for more than ***EIGHT (8) months***. The ratification of this injustice is a violation that no person of integrity can endure. I carried the burden quietly because I believed that leadership would eventually honor the company's values and address what had happened. That moment never came.

This process changed something in me, not out of anger, but out of clarity. Clarity about what it means when an institution chooses to protect the person who falsified a record rather than the person who told the truth. Clarity about what it means when silence is allowed to stand in place of integrity. Clarity about what it means to ask an employee to continue giving their best while quietly accepting a lie. I understand now that the company I believed in did not believe in me enough to correct a demonstrable falsehood—even when presented with proof. I never imagined that the greatest adversity I would face here would come from a manager's willingness to falsify a record and the organization's willingness to look away from it. That knowledge is something I will carry long after this matter is resolved.

My purpose in coming forward is about restoring something that should never have been compromised: ***the belief that truth AND integrity still matters*****.** When I reached out in May, my only wish was to see the truth restored and corrective actions undertaken. That alone would have been enough. Instead, my quiet professionalism, integrity, and restraint was misread as submission and exploited as weakness but restraint is not the same as resignation.

I have no wish to see reputations destroyed, cause harm to Boston Scientific, nor indirectly harm the livelihood of it's employees who are my fellow colleagues and friends because they had nothing to do with this matter. I remain committed to resolving this fairly, discreetly, and professionally—so that both the company and I may close this chapter with clarity and accountability rather than continued damage. I have been prepared, if necessary, to risk my own financial security to stand by the truth, even if it means downsizing my home and rebuilding my life from the ground up. I would have preferred not to reach that point. Yet I accept it fully, because living with a lie is a cost I am unwilling to bear.

The question that remains is no longer factual but directional, awaiting a leadership decision about whether this matter will be addressed internally and discreetly, or carried into a formal channel and process that preserves all rights and remedies. Once that begins, the matter will move into procedures that cannot be paused, narrowed, or reversed, regardless of intent, because it is simply the nature of the systems involved and the uncontrollable cascading consequences that become inevitable.

Respectfully,

Narin Anderson