



Vanguard®

Boston
Scientific

Plan Highlights

Boston Scientific Corporation 401(k) Retirement Savings Plan (091488)

The Boston Scientific Corporation 401(k) Retirement Savings Plan offers you one way to save for your retirement. You contribute to the Plan through automatic payroll deductions and benefit from special tax advantages. This outline provides a general description of the main features of the Plan. To find up-to-date information on your Plan's features, log on to your account at vanguard.com/retirementplans.

Note: If you hold multiple accounts with Vanguard, you may need to select **Employer plans** after logging on to vanguard.com/retirementplans.

You can also refer to the Summary Plan Description or contact Vanguard.

Provision

Eligibility

You are eligible to participate in the Boston Scientific Corporation 401(k) Retirement Savings Plan on your date of hire (or rehire), if you are at least 18 years old and a regular full- or part-time employee scheduled to work a minimum of 20 hours a week and at least 1,000 hours per calendar year.

Enrollment

You may enroll by contacting Vanguard at 800-523-1188 or by visiting vanguard.com/retirementplans and registering for the Plan. Your contributions to the Plan will begin with the next full paycheck following your enrollment process.

If you take no action to enroll in the Plan, you will be automatically enrolled with a pre-tax elective deferral rate of 2%, which will be invested in the Vanguard Target Retirement Trust with the target date closest to the year in which you turn age 65. Your automatic enrollment will occur 30 days after your date of hire (or rehire).

Whenever you invest, there's a chance you could lose the money. Investments in Target Retirement Trusts are subject to the risks of their underlying funds. The year in the trust name refers to the approximate year (the target date) when an investor in the trust would retire and leave the workforce. The trust will gradually shift its emphasis from more aggressive investments to more conservative ones based on its target date. An investment in a Target Retirement Trust is not guaranteed at any time, including on or after the target date. While Boston Scientific recommends consideration be given to a diversified portfolio, diversification does not ensure a profit or protect against a loss.

If you are automatically enrolled, your pre-tax deferral rate will automatically increase each January by one percentage point until you are contributing 6% of your pay. This feature helps you save more by automatically increasing your contributions each year. No matter how you become enrolled in the Plan, you may change the amount by which you'd like your contributions to increase annually (to a maximum of six percentage points) and the month in which the increase occurs by contacting Vanguard.

If you wish to decline participation in the Plan, you must call Vanguard no later than 30 days after your date of hire (or rehire). To start participating sooner, change your contribution amount, or select different investments, call Vanguard Participant Services at 800-523-1188 Monday through Friday from 8:30 a.m. to 9 p.m., Eastern time.

Employee contributions

You may make elective deferrals from 1% to 50% of your pay on a 401(k) pre-tax or Roth 401(k) after-tax basis, or a combination of the two.

The IRS also limits contributions. For current IRS limits, visit vanguard.com/contributionlimits.

If you contributed to a previous employer's plan this year, be aware that the annual IRS limit applies to the sum of your contributions to all employer plans for this year. You should monitor your contributions to ensure that your total contributions for this year do not exceed the annual IRS limit.

If you are age 50 or older, or will turn 50 by year's end, and you contribute the maximum allowed, you may make catch-up contributions. Catch-up contributions are a separate election that allow you to save above the normal IRS annual limit on a pre-tax or Roth basis.

Provision

Company contributions

Boston Scientific will match up to the first 6% of your contributions as follows:

You contribute	Boston Scientific contributes
\$1 up to the first 1% of pay	\$2.00 to your account
\$1 up to the first 1% of pay	\$2.00 to your account
\$1 up to the first 1% of pay	\$0.50 to your account
\$1 up to the first 1% of pay	\$0.50 to your account
\$1 up to the first 1% of pay	\$0.50 to your account
\$1 up to the first 1% of pay	\$0.50 to your account

Be sure to save at least 6% to receive the maximum Company match.

All Boston Scientific matching contributions are made on a pre-tax basis.

Definition of pay

In general, eligible pay for Plan purposes includes your base pay, overtime, shift differential, and commissions, and excludes bonuses.

Rollovers

If you have money in a former employer's qualified retirement plan, in most cases you can roll it over to your current employer plan account at Vanguard. Special instructions apply to rollovers of Roth assets. Call a Vanguard associate for instructions.

Vesting

Vesting refers to your right to receive a distribution of Boston Scientific contributions should you retire or leave the Company. You are immediately vested in the Company's matching contributions.

Investment options*

You decide how your contributions are invested, choosing from a diversified selection of investment options. For fund information, go to: <http://retirementplans.vanguard.com/PubFundChart/boston/2777>.

Fees

An annual Plan fee of \$31 will be deducted from all Plan accounts in equal quarterly increments of \$7.75. This fee covers Plan recordkeeping expenses. In addition, an annual fee of \$3 will be deducted for other general administrative costs, such as legal and accounting services.

The amount of the fees is subject to review and may be adjusted periodically.

Managing your account

You can take the following actions anytime by logging on to your account at vanguard.com/retirementplans or calling Vanguard at 800-523-1188:

- Start or stop contributing, or change your contribution percentage.
- Change how your contributions are invested.
- Move money between funds.
- Rebalance your account.
- Request loans and withdrawals.

Quarterly account statements

Your quarterly account statement will be mailed to you shortly after the end of each calendar quarter. You may also access your statements online at vanguard.com/retirementplans. The statement provides general information about your account, such as contributions, earnings, and any transactions you may have made during the quarter.

Provision

Loans

Although the Plan is designed for long-term savings, you may borrow from your account and pay yourself back with interest through payroll deductions.

Here are the loan provisions:

- Minimum amount: \$1,000.
- Maximum amount: 50% of your vested account balance up to \$50,000 (or less if you have had an outstanding Plan loan in the past 12 months).
- Maximum outstanding loans: one.
- Repayment: up to five years for a general purpose loan; up to ten years for a loan taken to purchase a principal residence. You may repay the loan balance at any time without penalty.
- Origination fee (per loan): \$35 when applying online or through VOICE; \$85 when applying by phone with personal assistance from a Vanguard associate.
- Annual maintenance fee (per loan): \$20.

To request a loan, log on to your account at vanguard.com/retirementplans or call Vanguard at 800-523-1188. Please note that the loan origination fee is higher if you call Vanguard to request a loan than it is if you request a loan online.

Withdrawals**

As an active employee, you may withdraw money from your account only under certain circumstances:

Rollover withdrawals. You may withdraw any assets that you rolled over from another plan.

After-tax withdrawals. You may withdraw all or part of your traditional after-tax contributions. Investment earnings on after-tax contributions are taxable upon withdrawal.

Age 59½ withdrawals. Once you reach age 59½, you may withdraw any or all of your Plan account balance.

Hardship withdrawals. You may withdraw money from your account for a serious financial hardship, including:

- Purchase of a principal residence.
- Unreimbursed medical expenses.
- Tuition and fees for postsecondary education.
- Prevention of eviction or mortgage foreclosure.
- Funeral expenses for certain family members.
- Certain expenses for repairing your principal residence if the expenses qualify as a casualty deduction.

You may make one hardship withdrawal per calendar year.

Note: The minimum amount for all types of withdrawals is \$100.

You may request a withdrawal by calling Vanguard at 800-523-1188.

Distribution options**

You are eligible to receive your vested account balance upon retirement, termination of employment, or total and permanent disability. You can do any of the following:

- Leave your account balance in the Plan if it is more than \$5,000, excluding rollover assets.
- Receive your account balance as a lump-sum cash payment or in installments.
- Roll over your account balance to an IRA or another employer's eligible plan.

There are important factors to consider when rolling over assets to an IRA or employer-sponsored plan or leaving assets in an employer retirement plan account. These factors include, but are not limited to, investment options in each type of account, fees and expenses, available services, potential withdrawal penalties, protection from creditors and legal judgments, required minimum distributions, and tax consequences of rolling over employer stock to an IRA.

Distribution of Company stock

You may request Company stock to be distributed in-kind in the form of shares rather than cash.

Retirement

Retirement under the Plan is defined as age 65. If you are actively employed by Boston Scientific after age 65, your account balance may remain in the Plan until you retire.

If you retire or terminate after age 65, you may leave your account balance in the Plan until age 70½, when you must take your required minimum distributions.***

Connect with Vanguard®

vanguard.com/retirementplans > 800-523-1188

Vanguard Target Retirement Trusts are not mutual funds. They are collective trusts available only to tax-qualified plans and their eligible participants. Investment objectives, risks, charges, expenses, and other important information should be considered carefully before investing. The collective trust mandates are managed by Vanguard Fiduciary Trust Company, a wholly owned subsidiary of The Vanguard Group, Inc.

*Boston Scientific will monitor each investment option to evaluate whether it meets and maintains certain selection and performance criteria. Based on these evaluations, Boston Scientific may close or add investment options.

****Tax implications:** You will be responsible for paying any federal, state, local, or foreign taxes on a distribution or withdrawal from pre-tax accounts. A distribution or withdrawal of Roth 401(k) earnings is usually also taxable unless the initial Roth contribution was made more than five years ago and you are at least age 59½. Early withdrawals may be subject to a 10% federal penalty tax. To the extent required by law, Vanguard will make the appropriate withholding for tax purposes.

***If you reached age 70½ during 2019, the IRS requires that you begin taking taxable distributions. If you reach age 70½ in 2020 or later, you won't need to take your first taxable distribution until age 72 because of a recent change in the law.



Participant Education

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