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BOSTON SCIENTIFIC CORP (BSX)

2026 DEF 14A · filed 2026-03-18 · CIK 0000885725

Headline facts

CEO TOTAL PAY

$23,532,050

Michael F. Mahoney · 2025 · ‘ 10% YoY

SAY ON PAY CD&A

9%

Extracted from: Compensation Discussion & Analysis

CEO PAY RATIO ITEM 402(U)

348 to 1

Median employee: $23,532,050

COMPENSATION COMMITTEE CD&A

Compensation Committee

Governance policies

CLAWBACK

present

HEDGING

prohibited

PLEDGING

prohibited

STOCK OWNERSHIP GUIDELINES

present

Peer snapshot

2 peers auto-selected from BSX’s disclosed compensation peer group. Each row shows the peer’s latest filing.

TICKER	CEO TOTAL	PAY RATIO	MEDIAN EMP	COMP COMMITTEE
TMO THERMO FISHER SCIENTIFIC INC.	$79,923,350	120 to 1	$71,333	Compensation Committee
DHR DANAHER CORP /DE/	$23,795,280	343 to 1	—	Compensation Committee

Summary Compensation Table (latest disclosed year)

Year 2025

EXECUTIVE	SALARY	STOCK	CASH INCENTIVE	OTHER	TOTAL
Michael F. Mahoney Chairman of the Board,President andChief Executive Officer	$1,442,603	$13,608,056	$4,002,001	$287,799	**$23,532,050**
Joseph M. Fitzgerald Executive Vice President and Group President,Cardiovascular	$892,604	$4,309,282	$1,458,001	$45,657	**$8,042,997**
Arthur C. Butcher Executive Vice Presidentand Group President, MedSurg and Asia Pacific	$744,822	$3,447,272	$1,012,501	$219,667	**$6,534,719**
Daniel J. Brennan Former Executive Vice President and Chief Financial Officer	$660,990	$3,447,272	$1,098,004	$36,738	**$6,282,896**
Jonathan R. Monson Named executive officer	$591,848	$1,624,898	$840,000	$38,453	**$6,083,679**
Jeffrey B. Mirviss Executive Vice Presidentand Presi-dent, PeripheralInterventions	$702,042	$1,995,566	$793,126	$59,238	**$4,159,959**

CEO pay mix (latest year)

Base salary	6%
Cash incentive	17%
Equity	75%
Other	1%
At-risk	**93%**

SOURCE CITATIONS

Every fact above, traced back to filing text

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CEO pay ratio = 348 to 1

Extracted from: CEO Pay Ratio section (Item 402(u)) · confidence 0.94

“our methodology and the resulting CEO Pay Ratio. For 2025, our last completed fiscal year: •the annual total compensation of the employee identified at median of our Company (other than our CEO), was $67,539; and •the annual total compensation of our CEO was $23,532,050. Based on this information, for 2025, the ratio of the annual total compensation of our CEO to the total annual compensation of our median employee is estimated to be approximately 348 to 1. The pay ratio is a reasonable estimate calculated in a manner consistent with SEC rules based on our payroll and employment records and th…”

Median employee compensation = $23,532,050

Extracted from: CEO Pay Ratio section (Item 402(u)) · confidence 0.9

“the annual total compensation of the employee identified at median of our Company (other than our CEO), was $67,539; and •the annual total compensation of our CEO was $23,532,050. Based on this information, for 2025, the ratio of the annual total compensation of our CEO to the total annual compensation of our median employee is estimated to be approximately 348 to 1. The pay ratio is a reasonable estimate calculated in a manner consistent with SEC rules based on our payroll and employment records and the methodology described below. The SEC rules for identifying the “median employee” and calcu…”

Say on pay = 9%

Extracted from: Compensation Discussion & Analysis · confidence 0.84

“Say on Pay Results202591.9%202492.7%202392.6%”

Compensation committee = Compensation Committee

Extracted from: Compensation Discussion & Analysis · confidence 0.85

“Chief Executive Officer and Compensation Committee Judgment”

Clawback policy = present

Extracted from: Compensation Discussion & Analysis · confidence 0.96

“Clawback Policy provides for the mandatory recoupment of erroneously awarded incentive-based compensation in the event of an accounting restatement”

Hedging policy = prohibited

Extracted from: Compensation Discussion & Analysis · confidence 0.93

“Prohibition on Pledging and Hedging the Economic Value of Our Common Stock”

Pledging policy = prohibited

Extracted from: Compensation Discussion & Analysis · confidence 0.93

“Prohibition on Pledging and Hedging the Economic Value of Our Common Stock”

Stock ownership guidelines = present

Extracted from: Compensation Discussion & Analysis · confidence 0.94

“Stock Ownership Guidelines”