
The Medtronic Mission inspires and motivates our 90,000+ employees in 150+ countries through a set of core principles that define how we operate and contribute to the world. The Mission, written by our co-founder Earl Bakken in 1960, states our top priority is “to contribute to human welfare” and the final tenet of our Mission calls on us to “maintain good citizenship as a company.”

As a global leader in medical technology, we focus our global corporate citizenship efforts on the economic, social, and environmental areas where we can make the greatest impact:

ADDING VALUE TO SOCIETY:
We leverage the full size and reach of our company to improve the health of communities around the world by expanding access to quality, value-based healthcare, giving back through impact-focused philanthropic initiatives, and supporting local economies through ongoing business partnerships.

PROMOTING ENVIRONMENTAL STEWARDSHIP:
We strive to make the world a healthier place and work to reduce our environmental footprint through operational efficiency and product stewardship.

SUPPORTING A GLOBAL WORKFORCE:
We recognize the personal worth of all employees and are committed to cultivating an inclusive, diverse, and equitable workforce and advancing our employees’ personal and professional growth, health, and wellness.

WORKING RESPONSIBLY:
We prioritize working with integrity and accountability, ensuring safe, quality products, upholding strong governance and business ethics, and growing a responsible, diverse supply chain.

CLOSING THE PAY EQUITY GAP
We believe women and men should be paid equally for the same work. In fiscal year 2019 (FY19), Medtronic reported 99% overall gender pay equity — and 100% in certain countries, including the U.S.

ALIGNING WITH THE SUSTAINABLE DEVELOPMENT GOALS
As a global citizen, we support the United Nations goals to achieve “peace and prosperity for people and the planet.” We are focused on goals related to good health and well-being, gender representation, economic opportunity, innovation, responsible production, and global partnerships.
**Corporate citizenship** is embedded in our business, activated by our employees, and multiplied by our partners. Our FY19 impact:

### Adding Value to Society

- **75 Million Lives Improved**
- **$1B+** in philanthropic contributions to date
- **$2.3B** R&D investment
- **275+** ongoing clinical studies
- **$142M** invested in training for 80k+ medical professionals

### Supporting a Global Workforce

- **100%** U.S. gender pay equity
- **99%** global pay equity
- **$77.5M** invested in employee learning & development
- **38%** women in global management positions
- **22%** ethnic diversity in U.S. management positions

### Promoting Environmental Stewardship

- **38%** reduction in greenhouse gas emissions since 2013
- **133** energy conservation projects
- **75,500 MWh** generated from onsite energy projects
- **35%** energy sourced from renewables

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**The Power of Purpose**

Learn more about the Medtronic commitment to global corporate citizenship at [www.medtronic.com/citizenship](http://www.medtronic.com/citizenship)