Medtronic recently became one of three companies to earn the prestigious 2020 Catalyst Award (1 of only 89 organizations honored since 1987).

IN 2019*

We achieved 100% gender pay equity in several countries, including the United States, and 99% gender pay equity globally.

Women held 38% of global management positions, bringing us close to our 2020 target of at least 40% or more and our ultimate aspiration of 50% or more globally.

Women were directly responsible for $6.8 billion of our annual revenue, and the company hired more than 17,000 new employees, of which, 52% were women.

*Data reflects Medtronic Fiscal Year 2019
Medtronic exceeds the medical technology industry’s average for the number of women in all roles — and our attrition rate is lower too:

<table>
<thead>
<tr>
<th>Attrition Rate</th>
<th>MEDTRONIC</th>
<th>OTHER MEDTECH COMPANIES</th>
</tr>
</thead>
<tbody>
<tr>
<td>Turnover for women</td>
<td>9%</td>
<td>14%</td>
</tr>
<tr>
<td>Turnover for management</td>
<td>6%</td>
<td>8%</td>
</tr>
</tbody>
</table>

The Medtronic Women’s Network (MWN) is the largest employee resource group within Medtronic.

MWN is composed of 15,000+ women and men across 115 hubs in 68 countries.

In 2016, Men Advocating Change was created to help men contribute to a gender-balanced workforce; the group consists of 14 hubs located around the world.