THE POWER OF PURPOSE

2019 Medtronic Corporate Citizenship — Supporting a Global Workforce

CULTIVATING AN INCLUSIVE, DIVERSE, AND HEALTHY WORKFORCE

For more than half a century, our Mission has called us to recognize the personal worth of all employees. As a company of 90,000+ employees in 150+ countries, our future depends on employing world-class talent whose ideas fuel meaningful innovation and improved healthcare outcomes for patients and partners. To support and nurture our global workforce, we cultivate an inclusive and equitable culture where people can advance their skills, grow their career, prioritize their health and wellness, and know that they are improving human welfare.

Driving Diversity, Inclusion, and Equity

Through a culture of inclusion, we foster a vibrant, healthy, and diverse Medtronic community that reflects the world in which we live and work. From Minneapolis to Mumbai, Shanghai to São Paulo, we take a holistic approach to expanding inclusion and diversity: setting companywide targets and metrics to drive insight; engaging and holding company leaders accountable for meaningful progress toward our targets; advancing recruiting and professional development efforts; and fostering a community of belonging through Employee Resource Groups (ERGs) and Diversity Networks.
IN FISCAL YEAR 2019 (FY19), MEDTRONIC:

ACHIEVED
100% GENDER PAY EQUITY IN SEVERAL COUNTRIES — INCLUDING THE U.S. — AND 99% GLOBALLY

MADE PROGRESS AGAINST 2020 TARGETS FOR INCLUSION AND DIVERSITY:

22% OF U.S. MANAGEMENT POSITIONS ARE HELD BY ETHNICALLY DIVERSE TALENT, SURPASSING OUR 2020 TARGET OF 20% OR MORE

38% OF GLOBAL MANAGEMENT POSITIONS ARE HELD BY WOMEN, BRINGING US CLOSER TO OUR 2020 TARGET OF 40% OR MORE AND OUR ULTIMATE ASPIRATION TO REACH 50% OR MORE GLOBALLY

19,000+ EMPLOYEES PARTICIPATED IN EMPLOYEE RESOURCE GROUPS ACROSS 60 COUNTRIES

STANDING UP FOR HUMAN RIGHTS
In FY19, Medtronic supported the Equality Act — U.S. legislation to expand the Civil Rights Act of 1964 to protect LGBTQ+ people against discrimination. To further demonstrate our support, Medtronic joined the Human Rights Campaign Business Coalition for the Equality Act along with 235+ other companies.

INCREASING GENDER DIVERSITY IN SCIENCE AND ENGINEERING
In FY18 Medtronic launched Women in Science and Engineering — an ERG focused on increasing the number of women in research and development (R&D) positions at Medtronic. In FY19, women represented 26% of R&D employees in manager and higher roles; we are on track to reach our target of at least 30% by 2020.
IN FY19, MEDTRONIC:

**INVESTED**

$77.5 MILLION IN EMPLOYEE LEARNING AND DEVELOPMENT RESOURCES

**LAUNCHED**

FAMILY CARE LEAVE, AN EXPANDED BENEFIT FOR U.S. EMPLOYEES THAT PROVIDES UP TO SIX WEEKS OF PAID LEAVE FOR CERTAIN EVENTS, SUCH AS CARING FOR A NEW CHILD OR OTHER FAMILY MEMBER

**JOINED**

CATALYST CEO CHAMPIONS FOR CHANGE (MEDTRONIC AND OUR CEO) COMMITTING TO ACCELERATE INCLUSION, DIVERSITY, AND GENDER EQUALITY

**REWARDED ELIGIBLE EMPLOYEES WITH AN OWNERSHIP STAKE IN THE COMPANY THROUGH RESTRICTED STOCK OPTIONS AS PART OF OUR FREE CASH FLOW CHALLENGE**

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**Medtronic Mission Tenet 5:** To recognize the personal worth of all employees by providing an employment framework that allows personal satisfaction in work accomplished, security, advancement opportunity, and means to share in the company’s success.

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Read the **2019 Integrated Performance Report** to learn how we are supporting a global workforce.