

Medtronic

Engineering the extraordinary



Engineering impact

2021 Integrated Performance Report

We see extraordinary possibilities to increase our positive impact in the world through our environmental, social, and governance (ESG) efforts.

Last year we set a goal to be carbon neutral in our operations by FY30. This year we added new performance targets aligned to our priority ESG areas:



Innovation and access

Boldly pushing the boundaries of healthcare technology so more people can get care



Patient safety and product quality

Continuing to put patient safety first by reducing complaint rates for select products



Inclusion, diversity, and equity

Driving equity by empowering leaders and moving beyond representation as the only metric of progress

Extraordinary times call for extraordinary action. In FY21, we focused our ESG efforts on areas where we could drive measurable impact.

Protecting our planet

by minimizing our environmental impact



Reducing our footprint

Goal to be **carbon neutral** in our operations by FY30

11%

reduction in greenhouse gas emission intensity compared to FY20, equivalent to conserving more than 1.1 million gallons of gasoline

25%

of energy in FY21 came from renewable and alternative sources, enough to power over 20,000 U.S. homes for an entire year



Investing in product stewardship

217

metric tons of product waste diverted from landfills

4M

products collected through takeback programs

In FY22 set

2

new targets to reduce packaging waste and paper use

Accelerating access to healthcare technology

through innovation, partnerships, education, and advocacy



Expanding access through innovation

\$2.5B

invested in R & D – the largest in Medtronic history – with plans to increase 10% next year

300+

ongoing clinical studies with efforts to balance gender, racial, and ethnic diversity representation

960,000

patients screened since FY14 through Medtronic LABS



Reducing disparities in care

Nearly 1M

medical professionals trained

\$16M

committed by the Medtronic Foundation to support U.S. nonprofits focused on health and STEM education

Launched

new health equity strategies

to reduce inequities in access to healthcare technology

34,000

global health workers and 289,000 patients supported through Medtronic Foundation partnerships with nonprofits.

Medtronic and the Medtronic Foundation contributed \$52.9 million for COVID-19 relief, including \$26.6 million in product donations.

Advancing inclusion, diversity, and equity (ID&E)

at the individual, company, and community level



Being accountable role models

90K+ employees

required to set ID&E goals that are assessed annually

ID&E performance tied to the annual incentive plans for

executive leadership

beginning in FY22



Ingraining ID&E into our DNA

100%

ethnically diverse pay equity in the United States

100%

gender pay equity in many countries, including the United States

99%

gender pay equity globally

70%

of U.S. people managers trained on inclusive leadership



Amplifying our impact in communities

\$2.4B

directed to small and diverse companies in the U.S., supporting over 27,000 jobs

New partnerships

with OneTen, Multiple Pathways, and Thurgood Marshall College Fund, focused on breaking down systemic barriers to employment and economic opportunity



Ongoing COVID-19 relief*

* FY20-FY21

Medtronic

Engineering the extraordinary

Advancing our ESG strategy is central to achieving our bold ambition to be the global healthcare technology leader. Read more in our [2021 Integrated Performance Report: Engineering impact.](#)

[Medtronic.com/OurImpact](https://www.medtronic.com/OurImpact)