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.
Protecting our planet
by minimizing our environmental impact

- Reducing our carbon 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

- 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

- 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

- Amplifying our impact in communities
  - 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
  - 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

- 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
  - $2.4B directed to small and diverse companies in the U.S., supporting over 27,000 jobs
  - Medtronic and the Medtronic Foundation contributed $52.9 million for COVID-19 relief, including $26.6 million in product donations.

Accelerating access to healthcare technology
through innovation, partnerships, education, and advocacy

- Expanding access through innovation
  - 34,000 global health workers and 289,000 patients supported through Medtronic Foundation partnerships with nonprofits.

- Reducing disparities in care
  - 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

- Ingraining ID&E into our DNA
  - ID&E performance tied to the annual incentive plans for executive leadership beginning in FY22

- Amplifying our impact in communities
  - 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

- 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

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