

Medtronic

Equal Employment Opportunity Statement 2024

It is the policy of Medtronic to provide equal employment opportunity (EEO) to all persons regardless of age, color, national origin, citizenship status, physical or mental disability, race, religion, creed, gender, sex, sexual orientation, gender identity and/or expression, genetic information, marital status, familial status, membership or activity in a local human rights commission, status with regard to public assistance, veteran status, or any other characteristic protected by federal, state, or local law. In addition, Medtronic will provide reasonable accommodations for qualified individuals with disabilities.

Medtronic will not allow any form of retaliation against individuals who make good faith reports of alleged violations of this policy, or who cooperate in Medtronic's investigation of such reports, even if the reports do not reveal any wrongdoing. Medtronic's goal is to increase representation of women, people of color, veterans, and individuals with disabilities. Our programs are designed to comply with all applicable federal, state, and local laws, directives and regulations and cover all human resource actions including employment, compensation, benefits, training, education, tuition aid, transfers, promotions, and social/recreational programs; and ensure that all employment decisions are based only on valid job requirements.

Medtronic's CEO, Geoff Martha, and senior leadership team regularly receive and review affirmative action reports and have the responsibility to monitor progress, reinforce policies and hold the organization accountable to meet objectives.

Responsibility

Matt Walter, Chief Human Resources Officer, and his designees, Nicole Beech, Vice President Global HR Services and Employee Relations, and Kasey Keiser, Sr HR Director Global HR Compliance, are responsible for leading Medtronic's affirmative action efforts and ensuring that the principle of equal employment opportunity is understood and followed. The HR head for each Medtronic establishment is responsible for local affirmative action efforts. All members of management must be familiar with this policy, must fully support it, and are responsible for applying these principles in good faith. All employees are responsible for conduct consistent with Medtronic's Global Inclusion and EEO Policy and are expected to demonstrate respect for all co-workers.

Medtronic posts this statement to inform applicants and employees of Medtronic's commitment to equal opportunity in employment. The Affirmative Action Plans for: Women and Minorities; Individuals with Disabilities; and Protected Veterans are located in local HR offices and may be reviewed by applicants and employees on weekdays during normal working hours.

EEO Coordinator

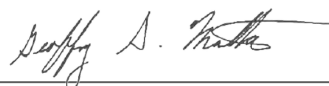
Kasey Keiser

Sr HR Director, Global HR Compliance

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Geoff Martha, Chairman and CEO

1/29/24

Date