Medtronic

Medtronic Ireland Gender Pay Gap Report 2026



This report details our July 2025 to July 2026 results

Rooted in our Mission
Our global commitment to ID&E

The key to our work is groundbreaking innovation – made possible by an inclusion, diversity and equity (ID&E) strategy that empowers each of us to reach our highest potential. This helps ensure our lifesaving technologies reach more patients around the world.

Our unwavering commitment to ID&E means working toward zero barriers to opportunity. It also means promoting a culture where all employees belong, are respected, and feel valued for who they are and the life experiences they contribute.

Our Mission is behind our relentless push for equity. For 60 years and counting, it has inspired us to do the extraordinary to improve human welfare.

We are creating a future that requires all our strengths – including our 95,000-plus employees, our buying power, and our influence as a leading healthcare technology company – to advance equity in our workplace, our industry, and our communities.



What is gender pay gap and how is it calculated?

The gender pay gap indicates not only the salaries of male and female employees, but also the types of roles they fill and the gender diversity across the organisation at all levels. The gender pay gap considers two metrics, the median and the mean pay gap results. It is different from 'equal pay', which is to ensure that women and men doing comparable work receive equal pay.



Median gender pay gap

The median gender pay gap is calculated by comparing the middle values in the range of salaries and bonus paid for men and women.

If you were to group all employees by gender and rank them in order of salary from lowest paid to highest paid, the median gender pay gap compares the female in the middle of their rank with the middle male.

Mean gender pay gap

The mean gender pay gap is the difference between the average salary and bonus paid of all female employees, and the average salary and bonus paid of all male employees.

Medtronic

2026 Results Ireland

Difference between men and women*	Mean (average)	Median (middle)
Hourly Remuneration	7%	3%
Bonus Pay	17%	12%

Difference between **part-time** men and women*	Mean (average)	Median (middle)
Hourly Remuneration	8%	1%

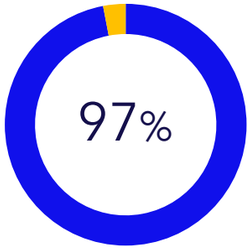
Difference between **temporary** men and women*	Mean (average)	Median (middle)
Hourly Remuneration	-11%	1%

*Data relates to employees within Republic of Ireland only. Positive Number indicates Males made more, and negative number indicates Females made more

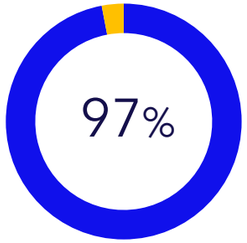
Bonus

Proportion of males and females receiving bonus payment

Proportion of males receiving bonus



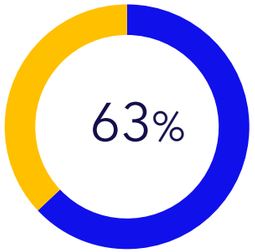
Proportion of females receiving bonus



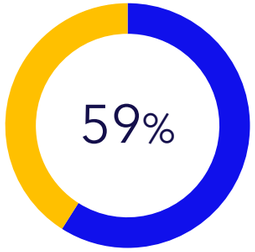
Benefit in kind

Proportion of males and females receiving payment in form of benefit in kind

Proportion of males receiving benefit in kind



Proportion of females receiving benefit in kind

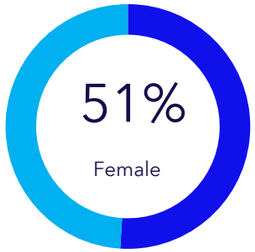


Pay quartiles

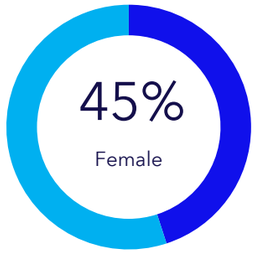
Proportion of males and females in each pay quartile



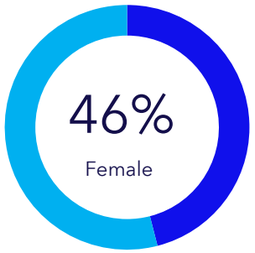
Lower



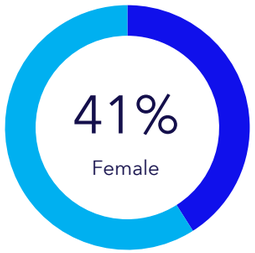
Lower Middle



Upper Middle



Upper



Medtronic

Inclusion, diversity, and equity (ID&E) play a critical role in driving our competitiveness, bringing more creativity, better decision-making, and enhanced innovation. This helps ensure our lifesaving technologies reach more patients around the world.

GIDE IRELAND COUNCIL

Our Diversity Networks, Employee Resource Groups (ERGs) and Special Interest Groups help make Medtronic an inclusive place to work. ERGs bring employees together through shared interests and experiences. They provide local support to help employees stay with Medtronic, develop and feel involved.

GIDE Ireland works to improve inclusion and fairness in recruitment, education, community activities and partnerships. This includes working with Talent Acquisition to promote Medtronic as an inclusive employer, sharing information about diversity with Employee Resource Groups (ERGs), and building stronger links with communities, employment agencies and service providers.

The GIDE Open Day gives all employees the chance to meet Employee Resource Groups (ERGs), take part in workshops and hear from keynote speakers.

EMPOWER MED

Through a partnership with GRETB, EMPOWER MED gives learners from Traveller communities or disadvantaged backgrounds the chance to gain a qualification in Medical Device Operations. Learners who successfully complete the programme receive a placement with Medtronic.

University of Galway Access Program

Medtronic is a host company for University of Galway Access Programme. This one-year programme helps students prepare for university. It supports students who have the potential to succeed but may not meet the usual entry requirements because of barriers in education or personal circumstances.

Engineering Scholarship Program

Medtronic's Engineering Scholarship Programme gives employees the chance to study for a Level 8 qualification in engineering while receiving support from Medtronic.

Diversity Charter Ireland

Medtronic Ireland Signed Diversity Charter Ireland in December 2021 as part of its commitment to inclusion, diversity and equity.

MYP · Multicultural · Traveller Network · Medtronic Women's Network · Men Advocating Equity · PRIDE Ireland · African Descent Network · ABLED ERG · Awareness Benefiting Leadership and Employees about Disabilities · SWE · SWEnet Galway · AIM Network · Asian Impact at Medtronic · Eco Team · Philanthropy · Park Life · STEM Ireland · Shape, Tomorrow, Today · WELLNESS Ireland

Medtronic

A message from Laura Beatty

Head of HR, Medtronic Ireland



At Medtronic, our Mission underpins our commitment to inclusion, diversity, and equity worldwide. These principles are integral to our culture and shape the organisational mindset that guides how we work together across the company.

The Irish leadership team understands diversity as bringing together people from different geographical backgrounds, disciplines, and life experiences, each offering a distinct approach to challenges. Through inclusion, these perspectives contribute to stronger ideas and accelerate innovation, supporting better outcomes for patients.

Our commitment to fair access to opportunities and equitable compensation for everyone continues. We benchmark salary and reward structures against external standards. As described in our 2026 Impact Report, we also remain committed to maintaining pay equity across our global workforce.

I value the work we undertake at Medtronic and our culture of belonging. Feeling part of the organisation encourages people to contribute beyond their core responsibilities, applying creativity and courage while offering new perspectives that support meaningful outcomes.

I confirm the accuracy of the data presented in this report.

This report fulfils our current obligations under Ireland's Gender Pay Gap Information Act 2021. Medtronic is also actively monitoring and preparing for the EU Pay Transparency Directive and its future local implementation requirements.

Medtronic