

Medtronic

Engineering the extraordinary

Gender Pay Gap Report Medtronic Ireland

Rooted in our Mission

Our global commitment to ID&E

The [Medtronic Mission](#) is at the heart of everything we do. One part of this is to **recognise 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. This applies to all employees equally.

Penned in 1960 by our founder Earl Bakken, for more than half a century our Mission has called us to respect the dignity and personal worth of all employees. In 2019, Medtronic reaffirmed this by adding a small but significant word to tenant five of the Medtronic Mission - '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.' This inclusion signifies our unwavering obligation to this pledge and our commitment that all employees are respected and valued.

At Medtronic, we ensure that every employee gets an equal opportunity to develop their career, regardless of their gender and background, and this is detailed in our [Inclusion and EEO Policy](#).

"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"

Medtronic Mission, Tenet 5



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“I dreamed of
a world
where
women lead”

Medtronic co-founder, Earl Bakken.



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 equal 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 for men and women.

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

Mean gender pay gap

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



2022 Results Ireland

Difference between men and women*	Mean (average)	Median (middle)
Ordinary Pay	11%	14%
Bonus Pay	28%	24%

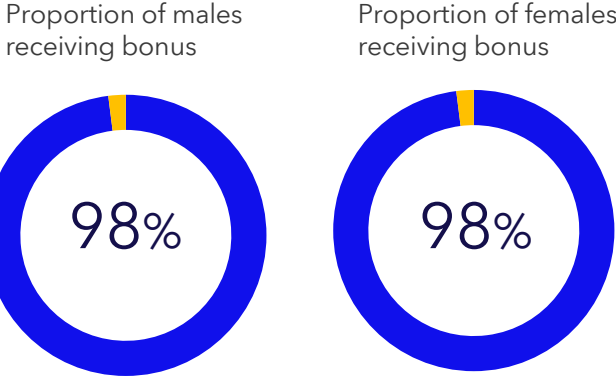
Difference between part-time men and women*	Mean (average)	Median (middle)
Ordinary Pay	-7%	0%

Difference between temporary men and women*	Mean (average)	Median (middle)
Ordinary Pay	8%	10%

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

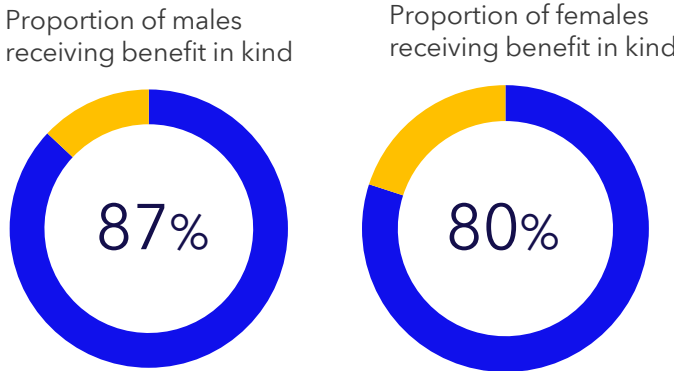
Bonus

Proportion of males and females receiving bonus payment



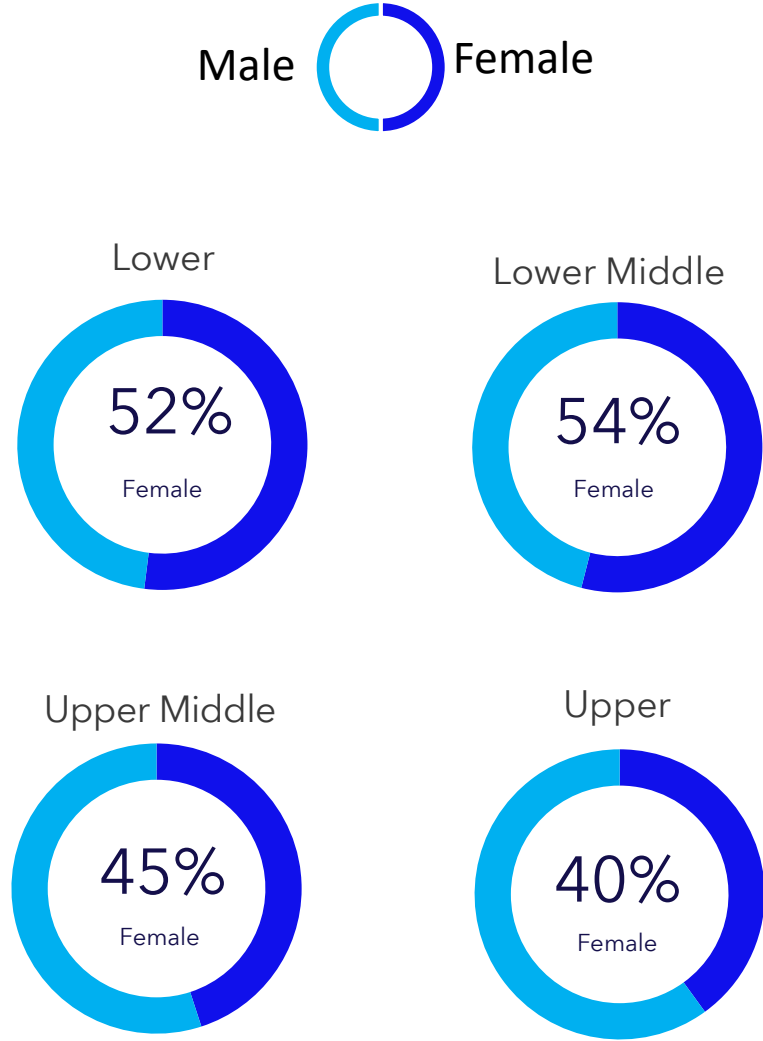
Benefit in kind

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



Pay quartiles

Proportion of males and females in each pay quartile



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.

Medtronic Women's Network

The Medtronic Women's Network (MWN) is an enabling network to create and sustain an environment that advances, inspires, and develops women to achieve their potential. We do this by recognising and supporting employees throughout their tenure in Medtronic, enabling and encouraging everyone to engage with opportunities and creating an inclusive and equitable culture for all.

Talent attraction and staff development

Our Talent Acquisition team in partnership with business leaders have developed a robust recruitment process that focuses primarily on employee and candidate experience with diversity and equity considerations embedded in all aspects of the recruitment lifecycle. Every job advertisement contains a message to reiterate our dedication to diversity and inclusion. Our people leaders and hiring managers have undergone unconscious bias training prior as part of their leadership training. Gender Diversity is an important aspect of our recruitment process. It is expected that all interview panels are gender diverse, and we aim to have 50/50 gender-diverse candidate slates.

Diversity Networks and Employee Resource Groups

One of the many ways we foster our inclusive environment is through our Diversity Networks and Employee Resource Groups. Our Diversity Networks are teams of senior leaders who champion programs and policies that advance more women and ethnically diverse employees in the workplace and into leadership roles. Our Employee Resource Groups (ERGs) are built on shared interests and affinities that create a fabric of support to retain, develop, and engage employees locally. ERGs focus on professional development and community building at a grassroots level.

Engineering Scholarship Program

Our Engineering Scholarship Program offers employees the opportunity to participate in a Medtronic Engineering Scholarship program and attain a Level 8 qualification; each cohort must have a 50/50 gender participation.

Diversity Charter Ireland

Aligned with our commitment to ID&E, Medtronic Ireland became a signatory of Diversity Charter Ireland in December 2021. Diversity Charter Ireland is a network of organizations and a community of diversity and inclusion practitioners, seeking to build best practices in promoting diversity, equality, and inclusion in their workplaces.

A message from Gerry Kilcommins

VP Manufacturing Vascular / Ireland Country Director

At Medtronic, we have a clear global commitment to ID&E. It is embedded in our Mission and cemented into our organisational mindset.

Diverse teams reflect our society where we live and work - the patients we serve, our multi national employee population, our suppliers and our shareholders.

I, along with my leadership team are focused on building and nurturing diverse teams as we have seen first hand how diversity in representation and diversity of thought, background and education have provoked innovation and creativity.

Medtronic is also dedicated to fair access to opportunities and equitable reimbursement for all. Our salary and reward packages are benchmarked externally and we are committed to ensuring pay equity globally - as detailed in our [2022 ESG report](#).

I am proud of the work we do at Medtronic and believe that our culture of fostering belonging contributes to a company culture not experienced anywhere else.

I confirm that the data reported is accurate.

