



Medtronic Ireland Gender Pay Gap Report 2023

This report details our July 2022 to July 2023 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 90,000-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.



2023 Results Ireland

| Difference between men and women* | Mean (average) | Median (middle) |
|-----------------------------------|----------------|-----------------|
| Ordinary Pay | 9% | 4% |
| Bonus Pay | 22% | 20% |

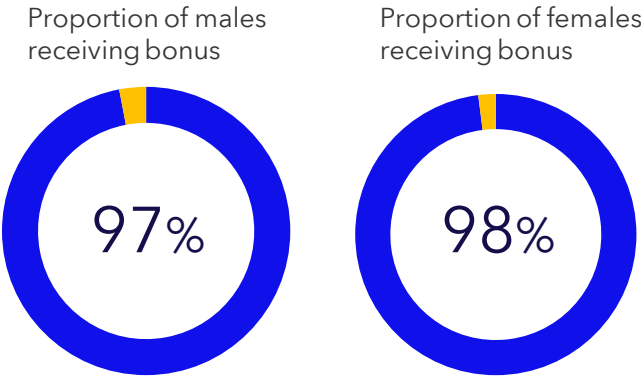
| Difference between part-time men and women* | Mean (average) | Median (middle) |
|--|----------------|-----------------|
| Ordinary Pay | 0% | 1% |

| Difference between temporary men and women* | Mean (average) | Median (middle) |
|--|----------------|-----------------|
| Ordinary Pay | 6% | 25% |

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

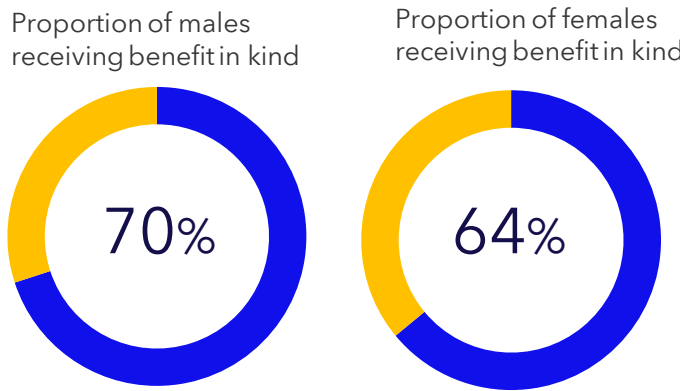
Bonus

Proportion of males and females receiving bonus payment



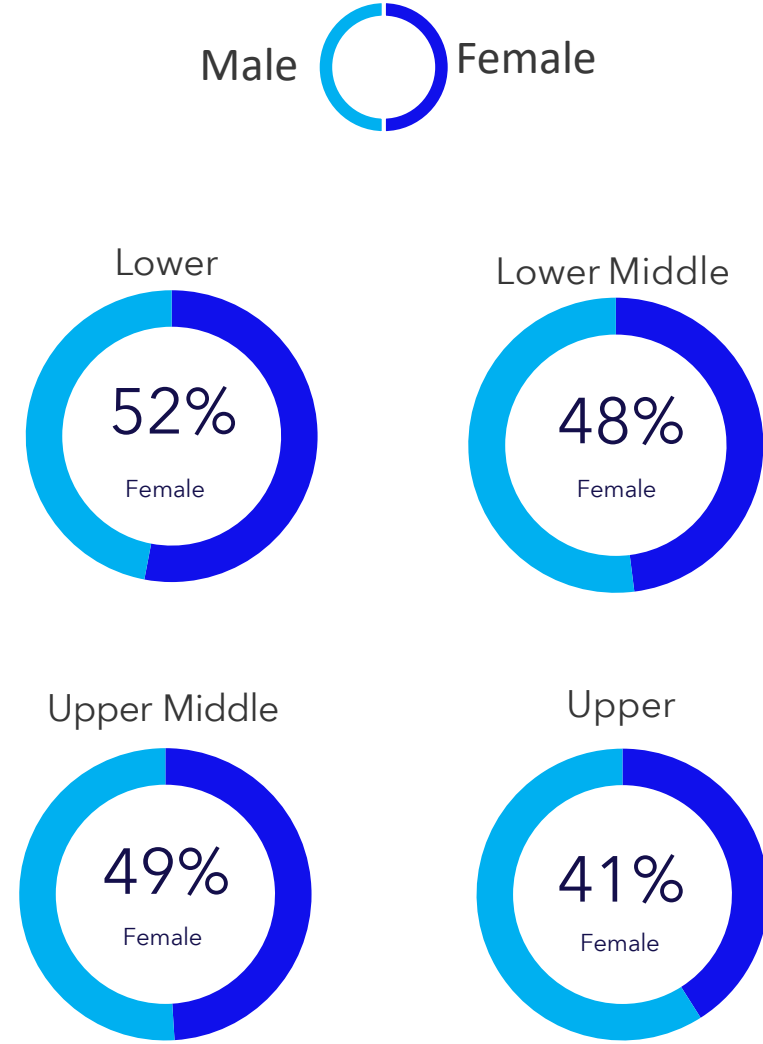
Benefit in kind

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 recognizing 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 Gerard P Kilcommins

VP Manufacturing, Europe, Asia & China and Medtronic
Ireland Manufacturing Country Director

At Medtronic, we are unequivocally dedicated to inclusion, diversity and equity globally. This commitment is embedded in our Mission and cemented into our organizational mindset. Our teams mirror the rich tapestry of the society in which we work and live. This encompasses the individuals we serve as patients, our multinational workforce, our network of suppliers and our valued shareholders.

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

Medtronic is dedicated to ensuring 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 [2023 Sustainability Report](#).

The work we do at Medtronic is something to be truly proud of and I believe our commitment to nurturing a sense of belonging adds a dimension to our company culture that is unparalleled elsewhere. I confirm that the data reported here is accurate.

Gerry

