

2023 Sustainability Report highlights

We develop healthcare technologies that transform the lives of two people every second, and focus our sustainability efforts where we can have the greatest impact - for our employees, our business, our communities, and our planet.



Healthcare access

Medtronic LABS accelerates access to healthcare in underserved communities around the world through technology. And now, the code behind its digital health platform SPICE is open source – making it available to anyone and searchable in the United Nations Development Program Digital X Solution Catalogue.



Life-changing technology

In FY23, we launched the **Medtronic Neurovascular Co-Lab** platform, designed to transform ideas and technologies for stroke care into novel therapies by providing physicians and entrepreneurs with insight, support, and scalability.



Inclusion, diversity & equity

Internationally, our **supplier diversity efforts** are focused on women-owned businesses. In Europe, the Middle East, and Africa (EMEA), we grew spend with these businesses by 12% compared to FY22.



Environmental impact

The Green Labs team at the Medtronic Galway Pharma Laboratory (Ireland) implemented **strategies to reduce the lab's environmental impact**, including recycling projects, chemical use reductions, and streamlined waste disposal. Thus, becoming the first Medtronic lab to receive My Green Lab Certification, which is a step towards attaining carbon neutrality in our operations by FY30 and net-zero emissions by FY45.

To learn more, read the complete [Sustainability Report](#).

Advancing health equity

More than half the world's population does not have essential healthcare. We partner with health systems to bring revolutionary technology to communities around the world. [Learn more.](#)

\$66M

spent on medical professional training and education, reaching more than 493,000 people

398K+ patients screened and more than 1,100 healthcare workers trained by Medtronic LABS

In FY23, Medtronic joined the **Global Health Equity Network (GHEN)**, a World Economic Forum initiative that brings together the public and private sectors to drive change in health equity.

Signed the Zero Health Gaps Pledge, committing to drive progress toward health equity across our workforce, company, and communities by 2050 (as part of GHEN).



Innovating to transform lives

From AI to robotic-assisted surgery and beyond, our technology is building a bridge to better health by treating more than 70 complex and challenging conditions. [Learn more.](#)

74M+
patients served

\$2.7B spent on R&D, totalling more than \$10 billion over the last four years

230 product regulatory approvals received across major geographies¹

16% of our revenue came from products and therapies released in the prior 36 months, progressing toward our target of 20% by FY25

214 active clinical trials in FY23

¹ Major geographies include China, Europe, Japan, and the United States.



Enabling zero barriers to opportunity

Ground-breaking innovation comes from an inclusive, diverse, and equitable workforce. [Learn more.](#)

\$3.5B

spent through our Supplier Diversity Program, supporting nearly 30,000 jobs and generating \$6.4 billion in economic production activity¹

43% of global manager-and-above roles held by women

\$22M+ commitment by the Medtronic Foundation to support organizations aimed at increasing diversity in STEM

98% gender pay equity in the Europe, Middle East and Africa region (adjusted for job title)

In FY23, more than a third of our employees – **35,800 people** were involved in Diversity Networks and Employee Resource Groups, which are open to all employees.

Nearly \$110M in combined philanthropic investment by Medtronic and the Medtronic Foundation

¹ Supplier.io employs the IMPLAN input-output model in developing estimates of spend, income, and employment impacts, at the direct, indirect, and induced levels. Pandemic supply shortages and government stimulus policy followed by the recovery of our economy resulted in a decline in jobs and taxes despite an increase in economic production activity. Differing from previous years, this year's Economic Impact data (i.e. economic production activity, taxes, jobs, wages) does not include small and diverse spend from Puerto Rico.



Reducing our operational footprint

We believe that people can only live their healthiest lives on a healthy planet.

[Learn more.](#)

35%

reduction in operational greenhouse gas emissions intensity compared to FY20

\$2.1M in operating costs and **6,300 MWh** saved through energy efficiency projects

5 new product stewardship goals, focused on circularity, life-cycle assessment, and waste reduction, set for achievement by FY30

Committed to set near-term science-based emissions reduction targets and long-term net-zero targets for validation by the Science Based Targets initiative (SBTi)

Collected **5.8M products** and diverted **202 metric tons of product waste** from landfill

