

## **SUMMARY OF MATERIAL MODIFICATIONS**

**of the**

### **STRYKER BENEFIT SUMMARY**

This document serves as a "Summary of Material Modifications," or SMM, as required by the Employee Retirement Income Security Act of 1974 (ERISA). The information provided here is an update to the Stryker Benefit Summary, which serves as the Summary Plan Description (SPD) for Stryker Corporation and the Stryker Corporation Welfare Benefits Plan, and should be kept with your SPD.

If there is any difference between the information presented in this SMM and the Plan documents that govern the Plan's operation, the Plan documents will be followed.

**The following information reflects the Plan provisions in effect February 1, 2022.**

Stryker Corporation (the "Plan Sponsor") previously established the Stryker Corporation Welfare Benefits Plan (the "Plan"), which provides welfare benefits to certain employees of Participating Employers and their eligible dependents.

The Plan Sponsor has amended the Plan by adopting the following:

1. Notwithstanding the Plan's traditional eligibility requirements, former ThermedX, LLC employees transferring to Stryker's employment as a result of the acquisition dated December 31, 2022, are eligible for benefits under the Stryker Corporation Welfare Benefits Plan effective February 1, 2022.