

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 June 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 Vocera Communications, Inc. ("Vocera") employees transferring to Stryker's employment as a result of the acquisition dated February 23, 2022, are eligible for benefits under the Stryker Corporation Welfare Benefits Plan effective June 1, 2022.
2. Former Vocera employees transferring to Stryker's employment as a result of the acquisition dated February 23, 2022, are eligible to continue their health care spending account benefits as elected under the Vocera flexible spending account plan for the current plan year, except that former Vocera employees will not be allowed to carryover any unused health care flexible spending account funds to the next plan year. The balance available through the Stryker flexible spending account plan will be equal to the participant's election to the Vocera flexible spending account plus carryover from the Vocera flexible spending account plan for the 2022 plan year only minus any reimbursements paid to the participant prior to the transaction.