

Additional benefits



In addition to the healthcare, flexible spending account and retirement benefits described elsewhere in this benefits summary, Stryker offers the following additional benefits to eligible employees:

- Adoption Assistance Plan
- Mental health and Employee Assistance Program (EAP)
- Strive for Wellbeing program

Adoption Assistance Plan

Stryker's Adoption Assistance Plan reimburses you for legal fees and certain other costs associated with adopting a child.

For additional details, see the **2019-Adoption-Assistance-Plan-Doc.pdf**.

How adoption assistance benefits Work

The plan reimburses you-up to \$5,000 per adoption-for necessary fees and expenses related to the legal adoption of an eligible child. The plan defines an eligible child as an individual who is either:

- A child under the age of 18; or
- Any disabled person who is unable to care for himself/herself due to a physical or mental disability.

Eligibility

You are eligible for adoption assistance benefits on your date of hire if you are a full-time employee regularly scheduled to work at least 40 hours each week, or you are a part-time employee regularly scheduled to work at least 20 hours each week.

Eligible expenses

Eligible expenses include:

- Court costs;
- Attorney fees;
- Adoption agency fees; and
- Charges for immigration services, including immunizations and translation fees.

Eligible expenses must meet all of the following requirements:

- They are directly related to your legal adoption of an eligible child.
- They are incurred after you become eligible for adoption assistance benefits.
- They are filed while you are employed by the Company.

Benefit maximums

The maximum plan reimbursement is \$5,000 per adoption. The plan pays benefits for up to two adoptions per employee per lifetime. If you are

Important to Remember

If you are married to another Stryker employee and are seeking to adopt a child, the two of you are subject to the same dollar and lifetime maximum benefits as an individual employee.

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attempting two adoptions at the same time, you must provide adequate documentation of both adoption attempts in order to qualify for benefits in excess of \$5,000. If you are married to another Stryker employee and are seeking to adopt a child, the two of you are subject to the same dollar and lifetime maximum benefits as an individual employee.

Special tax treatment

All amounts paid by the Adoption Assistance Plan are subject to Social Security and Medicare taxes (FICA) as well as federal unemployment tax (FUTA). Federal and state income taxes are also withheld from adoption assistance benefit payments.

Under current tax law, and depending on your circumstances, adoption assistance benefits may qualify for federal income tax exclusion. You may also be able to claim an adoption tax credit on your federal income tax return for any adoption expenses you incur in excess of \$5,000. You should consult a tax advisor to determine the ultimate taxation of the benefits paid to you under this plan.

Expenses not covered

The Adoption Assistance Plan does not provide reimbursement for the following:

- Expenses related to a surrogate parenting arrangement;
- Expenses incurred in violation of a federal or state law;
- Expenses that have been reimbursed through another plan or any state, local or federal program;
- Expenses incurred in connection with travel;
- Expenses incurred in connection with the adoption of your spouse's child;
- Expenses incurred and/or filed for reimbursement before you were eligible for adoption assistance benefits;
- Expenses incurred and/or filed for reimbursement after your employment terminates; or
- Expenses that you claim as a credit or deduction on your federal income tax.

Claim forms for adoption assistance benefits are available from your Benefits representative.

How to obtain adoption assistance benefits

During the adoption process, be sure to keep itemized receipts for all of the expenses you incur. File your claim only after the adoption is final and you have incurred all of your expenses. Complete a claim form, attach all of the itemized receipts and submit the claim to your Benefits representative.

Your claim must be submitted before December 1 of the year following the year in which adoption expenses were incurred. For example, you have until December 1, 2024 to file a claim for expenses incurred at any time in 2023.

In most cases, your claim will be paid within 60 days or less. The total approved reimbursement amount will be added to your paycheck, less applicable FICA, FUTA and income taxes.

Mental health and Employee Assistance Program (EAP)

Stryker's mental health and Employee Assistance Program provides you and members of your household with professional confidential help in dealing with everyday issues. The program is administered by Lyra.

Services include:

- Professional confidential counseling, customized searches, self-guided care programs and referrals for life or family problems, work problems or emotional or substance abuse disorders;
- Up to ten short-term counseling or coaching sessions (per calendar year) available to you and members of your household at no cost;
- Child care and elder care research and referral services.

You and household family members are eligible for Lyra services on your date of hire. Enrollment in Stryker's medical plan is not required. The issues you bring to Lyra are held in strict confidence and are not shared with anyone at Stryker. All Lyra services are available by calling (833) 511 0159 seven days a week, 24 hours per day. You also can log on to stryker.lyrahealth.com.

For UHC plan participants under a Stryker-sponsored plan

If your counseling or coaching sessions go beyond the annual limit and you participate in a UHC plan sponsored by Stryker, you can continue using the same Lyra provider using your medical plan's mental health benefits. Keep in mind that each medical plan has its own deductibles, coinsurance, copayments, annual maximum and limits on inpatient and outpatient care, including number of visits/days of coverage. You will be responsible for the member cost share of these visits.

In addition, UHC plan participants have access to medication management services through Lyra. This includes a 90-minute consultation with a physician to discuss current medication or get insight into medications recommended by other providers. These visits are billed through the health plan and are subject to member cost share (deductibles, coinsurance and/or co-pays based on which plan you participate in).

Strive for Wellbeing program

All full-time and regular part-time employees, spouses and domestic partners are eligible to participate in the Strive for Wellbeing program, which is designed to help you live your best life. Strive offers fun activities that you can join on-demand throughout the year. You and your spouse/domestic partner can earn incentives throughout the year for participating in this program.

Complete health care is about making the right decisions for you and your family and taking action to manage your health year-round. Your health and wellbeing is important to Stryker and we are focused on building and maintaining a healthy workforce. That means offering benefit programs that encourage you to get and stay healthy and giving you the tools and resources you need to better manage your health care expenses. The Strive program allows you to:

- Take a wellbeing assessment to gain a clearer picture of your health.
- Get motivated by participating in fun, friendly wellbeing challenges.
- Access tools and support to help you make healthier choices every day.
- Earn great incentives, including gift cards and Strive gear!

The Strive program is administered by Virgin Pulse.

Not an ERISA plan

The Strive for Wellbeing program is not governed by the Employee Retirement Income Security Act of 1974 (ERISA). For example, ERISA requirements such as providing a Summary Plan Description, filing an annual report (Form 5500 Series), or making a summary annual report available do not apply.