

2024 environmental performance

This report presents our 2024 environmental performance data, highlighting key metrics and progress related to greenhouse gas (GHG) emissions across our global operations.

Scope 1 and 2 GHG emissions by year

GHG emissions (MT CO ₂ e)	2024	2023	2019 ¹
Total Scope 1 GHG emissions²	66,449 ³	54,854 ³	53,850 ⁴
Scope 1 fleet GHG emissions	32,849 ³	26,386 ⁴	23,221 ⁴
Scope 1 facility GHG emissions (fuels and fugitive emissions)	33,600 ³	28,468 ^{4,5}	30,629 ^{4,5}
Total Scope 2 (location-based) GHG emissions	117,472 ³	142,378 ³	138,573 ⁴
Total Scope 2 (market-based) GHG emissions	28,434 ³	81,619 ³	146,705 ⁴
Total Scope 1 and 2 (location-based) GHG emissions	183,920 ³	197,232 ⁴	192,423 ⁴
Total Scope 1 and 2 (market-based) GHG emissions	94,883 ³	136,473 ³	200,555 ⁴
Percentage change in GHG emissions compared to 2019 baseline [%] ⁶	(53)% ³	(32)% ⁴	—
Percentage change in GHG intensity compared to 2019 baseline [% metric tonnes CO ₂ e/million USD] ⁶	(69)% ³	(51)% ⁴	—

GHG Scope 1 emissions by region (MT CO ₂ e)	2024	2019
North America	44,766 ³	29,037 ⁴
Europe, Middle East and Africa	16,497 ³	19,269 ⁴
Asia Pacific	3,646 ³	4,126 ⁴
Latin America	1,540 ³	1,414 ⁴

GHG Scope 2 (market-based) emissions by region (MT CO ₂ e)	2024	2019
North America	75 ³	89,243 ⁴
Europe, Middle East and Africa	14,714 ³	32,146 ⁴
Asia Pacific	13,489 ³	24,966 ⁴
Latin America	156 ³	350 ⁴

GHG Scope 1 (excluding fleet) emissions by facility (MT CO ₂ e)	2024	2019
Manufacturing Global Quality and Operations (GQO)	27,538 ³	24,866 ⁴
Office/warehouse (non-GQO)	6,062 ³	5,763 ⁴

GHG Scope 2 (market-based) emissions by facility (MT CO ₂ e)	2024	2019
Manufacturing Global Quality and Operations (GQO)	17,543 ³	102,632 ⁴
Office/warehouse (non-GQO)	10,892 ³	44,072 ⁴

Renewable energy	2024	2023	2019
Total renewable energy [%]	82% ³	45% ³	8% ⁴

Significant Scope 3 GHG emissions

GHG emissions (MT CO ₂ e) by category	2024
Total Scope 3 emissions from significant categories (1, 2, 4 and 11)⁷	1,822,092³
Category 1: Purchased goods and services ⁷	1,159,943 ³
Category 2: Capital goods ⁷	181,263 ³
Category 4: Upstream transportation and distribution ⁷	271,110 ³
Category 11: Use of sold products ⁷	209,776 ³

Environmental goals

We remain committed to making progress on our science-aligned⁸ goal to power all facilities with renewable electricity by 2027 and our long-term goal to become carbon neutral for Stryker’s facilities by 2030⁹ (compared to a 2019 baseline). Through a combination of on-site renewables, active annual sourcing of renewable electricity and a virtual power purchase agreement, Stryker has achieved 82% of active sourcing of renewable electricity in 2024.

By 2024, we achieved our interim goal of a 20% reduction for all Stryker facilities from a 2019 baseline.¹⁰

To further our commitments, Stryker has established a new science-aligned⁸ goal for our Scope 3 emissions:

- We commit that 79% of suppliers and customers by emissions in purchased goods and services, capital goods, upstream transportation and distribution and use of sold products will have science-aligned goals by 2030.¹¹

References

The inclusion of information in this report should not be construed as a characterization regarding the materiality or financial impact of that information. For additional information regarding Stryker Corporation, please see our current and periodic reports filed with the SEC, including our Annual Report on Form 10-K and Quarterly Reports on Form 10-Q. None of the terms used herein, including “commitment”, “goal”, “renewable”, “relevance”, “significance” or similar terms should be deemed to have the meaning ascribed under any law, regulation or other legal or voluntary framework. They are intended to reference Stryker’s own definition. Numbers presented throughout this report are rounded to the nearest whole and may not added up precisely to the totals provided and percentages may not precisely reflect the absolute figures and shall be rounded to the nearest whole to determine the final total number.

1. 2019 serves as Stryker’s baseline year for Scope 1 and Scope 2 emissions.
2. Total Scope 1 GHG emissions exclude ozone-depleting substances (ODS) in accordance with the GHG Protocol.
3. Stryker has received external, third-party assurance for this data; see Independent Limited Assurance Report for more information.
4. Stryker is strengthening emissions data quality by incrementally expanding assurance. This data point was not assured when first calculated or disclosed.
5. Stryker previously disclosed “Scope 1 facility GHG emissions” in a disaggregated form as “Scope 1 GHG emissions (natural gas and diesel)” and “Scope 1 refrigerants” and the data is presented as a sum of prior disaggregated disclosures.
6. “Percentage change in GHG emissions compared to 2019 baseline” and “Percentage change in GHG intensity compared to 2019 baseline” is representative of total Scope 1 and Scope 2 (market-based) reduction. These figures should not be interpreted as a direct measure of progress toward our carbon neutral goal for sites, which is calculated using a separate methodology.
7. Stryker obtained limited assurance for Stryker's Total Scope 3 GHG emissions, comprised of Categories 1, 2, 4 and 11. The limited assurance engagement was performed at the aggregated Scope 3 level only; the individual emissions totals for each Scope 3 category were not subject to limited assurance. Emissions related to Categories 3, 5, 6, 7, 8, 9, 12 and 15 are relevant for Stryker and have been calculated, however, these emissions have been excluded from Stryker’s Scope 3 goal due to significance and have not been assured. Emissions in Categories 10, 13 and 14 are not applicable to Stryker.
8. Stryker has assessed the alignment between our “science-aligned” goals and the SBTi standards (SBTi Corporate Near-Team Criteria (Version 5.3) and we believe these goals are aligned with the SBTi standards.
9. GHG accounting for Stryker’s goals follows market-based methodology for Scope 2. The carbon neutral goal excludes fleet emissions.
10. Stryker calculated achievement of this goal based on emissions reduction from 2019 to 2024 for Stryker’s Scope 1 facility GHG emissions and Scope 2 market-based GHG emissions. While Stryker obtained limited assurance of its 2024 GHG emissions data, Stryker’s achievement of this goal was not subject to assurance.
11. Categories covered for Scope 3 goal include Category 1 - Purchased goods and services, Category 2 - Capital goods, Category 4 - Upstream transportation and distribution and Category 11 - Use of sold products.

Important notices

This report was published on March 30, 2026, and covers the relevant activities of Stryker Corporation and its subsidiaries on a consolidated basis, unless otherwise noted. This report contains information that includes or is based on forward-looking statements within the meaning of the federal securities law that are subject to various risks and uncertainties that could cause our actual results to differ materially from those expressed or implied in such statements. Additional information concerning these and other factors is contained in our filings with the SEC, including our Annual Report on Form 10-K and Quarterly Reports on Form 10-Q.

In addition, the methodologies, assumptions and estimates underlying our climate-related strategy, goals, analysis and data have evolved over time and are likely to continue to change in future periods, including as a result of regulatory, industry, scientific and other developments. Certain information in this report incorporates or otherwise relies upon data from third parties, which may have been prepared in ways that are not consistent with our methodologies or practices. Except as required by law, we do not independently verify such third-party information. As a result of these and other factors, the information we present in this report could differ from that included in our prior disclosures, and information in future potential disclosures may differ from information contained in this report. The information provided in this report reflects the company's approach to climate-related matters as of the date hereof and is subject to change without notice. None of the content of this report shall be deemed to be incorporated by reference in any documents we have filed or will file with the SEC or any other regulator. Additionally, this report may contain statements based on hypothetical scenarios and assumptions. These statements should not necessarily be considered as being indicative of current or actual risk or forecasts of expected risk. Except as required by law, Stryker Corporation undertakes no obligation to update any statement (including both forward-looking statements and statements regarding historical periods) in this report or potential future disclosures.

Furthermore, neither any importance attributed to the topics included in this report, nor the inclusion of such information herein, should be read to mean that any information necessarily rise to the level of materiality used for the purposes of complying with applicable securities laws and regulations or other reporting framework.

Independent Limited Assurance Report

ERM Certification & Verification Services Incorporated ("ERM CVS") was engaged by Stryker Corporation ("Stryker") to provide limited assurance in relation to the Selected Information set out below and presented in Stryker's 2025 Data Supplement (the "Report").

ENGAGEMENT SUMMARY

Scope of our assurance engagement Whether the following Selected Information for 2024, are fairly presented in the Report, in all material respects, in accordance with the reporting criteria.
Our assurance engagement does not extend to information in respect of earlier periods or to any other information included in the Report, unless otherwise noted.

- Selected Information**
- Total Scope 1 GHG emissions [metric tonnes CO2e]
 - Total Scope 1 facility GHG emissions (fuels and fugitives) [metric tonnes CO2e]
 - Total Scope 1 fleet GHG emissions [metric tonnes CO2e]
 - Total Scope 2 (location-based) GHG emissions [metric tonnes CO2e]
 - Total Scope 2 (market-based) GHG emissions [metric tonnes CO2e]
 - Total Scope 1 & 2 (location-based) GHG emissions [metric tonnes CO2e]
 - Total Scope 1 & 2 (market-based) GHG emissions [metric tonnes CO2e]
 - Total Scope 3 GHG emissions [metric tonnes CO2e], comprised of the following categories:
 - Category 1: Purchased Goods & Services
 - Category 2: Capital Goods
 - Category 4: Upstream Transportation & Distribution
 - Category 11: Use of Sold Products
 - Total renewable energy [%]
 - Percentage change in GHG emissions compared to 2019 baseline [%]*
 - Percentage change in GHG intensity compared to 2019 baseline [% metric tonnes CO2e/million USD]**
 - Scope 1 GHG emissions by the following regions [metric tonnes CO2e]:
 - North America
 - Europe, Middle East, and Africa
 - Asia Pacific
 - Latin America
 - Scope 2 GHG emissions (market-based) by the following regions [metric tonnes CO2e]:
 - North America
 - Europe, Middle East, and Africa
 - Asia Pacific
 - Latin America
 - Scope 1 GHG emissions (excluding fleet) by the following facility types [metric tonnes CO2e]:
 - Manufacturing Global Quality and Operations
 - Office/Warehouse
 - Scope 2 GHG emissions (market-based) by the following facility types [metric tonnes CO2e]:
 - Manufacturing Global Quality and Operations
 - Office/Warehouse

**ERM CVS does not provide any assurance over the 2019 baseline GHG emissions.*

***ERM CVS work does not provide assurance over, the reported \$ million USD. Reliance has been placed on the figures presented in Stryker's 10K filing subject to financial assurance by Stryker's statutory auditor.*

Reporting period 1 January 2024 – 31 December 2024

Reporting criteria	<ul style="list-style-type: none"> • The GHG Protocol Corporate Accounting and Reporting Standard (WBCSD/WRI Revised Edition 2015) for Scope 1 GHG emissions • GHG Protocol Scope 2 Guidance (An amendment to the GHG Protocol Corporate Standard (WRI 2015) for Scope 2 GHG emissions • The Corporate Value Chain (Scope 3) Accounting and Reporting Standard (WBCSD/WRI 2011) for Scope 3 GHG emissions • Stryker’s internal reporting criteria and definitions (as described in footnotes under ‘Reference’ in the Report)
Assurance standard and level of assurance	<p>We performed a limited assurance engagement, in accordance with the International Standard on Assurance Engagements ISAE 3000 (Revised) ‘Assurance Engagements other than Audits or Reviews of Historical Financial Information’.</p> <p>The procedures performed in a limited assurance engagement vary in nature and timing from and are less in extent than for a reasonable assurance engagement and consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.</p>
Respective responsibilities	<p>Stryker is responsible for preparing the Report and for the collection and presentation of the information within it, and for the designing, implementing and maintaining of internal controls relevant to the preparation and presentation of the Report.</p> <p>ERM CVS’ responsibility is to provide a conclusion to Stryker on the agreed assurance scope based on our engagement terms with Stryker, the assurance activities performed and exercising our professional judgement.</p>

OUR CONCLUSION

Based on our activities, as described below, nothing has come to our attention to indicate that the Selected Information for 2024 is not fairly presented in the Report, in all material respects, in accordance with the reporting criteria.

OUR ASSURANCE ACTIVITIES

Considering the level of assurance and our assessment of the risk of material misstatement of the Selected Information a multi-disciplinary team of sustainability and assurance specialists performed a range of procedures that included, but was not restricted to, the following:

- Evaluating the appropriateness of the reporting criteria for the Selected Information;
- Interviewing management representatives responsible for managing the Selected Information;
- Interviewing relevant staff to understand and evaluate the management systems and processes (including internal review and control processes) used for collecting and reporting the Selected Information;
- Reviewing of a sample of qualitative and quantitative evidence supporting the Selected Information at a corporate level;
- Performing an analytical review of the year-end data submitted by all locations included in the consolidated 2024 group data for the Selected Information which included testing the completeness and mathematical accuracy of conversions and calculations, and consolidation in line with the stated reporting boundary;
- Conducting two in-person visits to Stryker facilities in Puerto Rico, US and Michigan, US and two virtual visits to Stryker facilities in Washington, US and Tullagreen, Ireland to review source data and local reporting systems and controls;
- Evaluating the conversion factors, emission factors and assumptions used; and
- Reviewing the presentation of information relevant to the assurance scope in the Report to ensure consistency with our findings.

THE LIMITATIONS OF OUR ENGAGEMENT

The reliability of the Selected Information is subject to inherent uncertainties, given the available methods for determining, calculating or estimating the underlying information. It is important to understand our assurance conclusions in this context.

OUR INDEPENDENCE, INTEGRITY AND QUALITY CONTROL

ERM CVS is an independent certification and verification body accredited by UKAS to ISO 17021:2015. Accordingly, we maintain a comprehensive system of quality control, including documented policies and procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements. Our quality management system is at least as demanding as the relevant sections of ISQM-1 and ISQM-2 (2022).

ERM CVS applies a Code of Conduct and related policies to ensure that its employees maintain integrity, objectivity, professional competence and high ethical standards in their work. Our processes are designed and implemented to ensure that the work we undertake is objective, impartial and free from bias and conflict of interest. Our certified management system covers independence and ethical requirements that are at least as demanding as the relevant sections of the IESBA Code relating to assurance engagements.

ERM CVS has extensive experience in conducting assurance on environmental, social, ethical and health and safety information, systems and processes, and provides no consultancy related services to Stryker Corporation in any respect.



March 3, 2026

Malvern, PA

ERM Certification & Verification Services Incorporated

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