

2021 GRI

index

Disclosure	Description	Response
GRI 102: General disclosures		
Organizational profile		
102-1	Name of the organization	Stryker Corporation
102-2	Activities, brands, products, and services	2021 10K > Item 1. Business, pgs. 1-4 2021 10K > List of Subsidiaries, Exhibit 21(i) 2021 in review > Our company
102-3	Location of headquarters	Kalamazoo, Michigan
102-4	Location of operations	2021 10K > Item 1. Business, pgs. 1-4 2021 in review > Our company
102-5	Ownership and legal form	Stryker is a publicly held corporation incorporated in the state of Michigan. Our shares trade on the New York Stock Exchange under the symbol "SYK."
102-6	Markets served	2021 10K > Item 1. Business, pgs. 1-4 2021 in review > Our company
102-7	Scale of the organization	2021 10K > Item 1. Business, pgs. 1-4 2021 in review > Our company
102-8	Information on employees and other workers	2021 in review > Our company Stronger people > Employees > 2021 progress toward our goals, Representation data, Employment type
102-9	Supply chain	2021 10K > Item 1. Business, pgs. 1-4 Good business > Supply chain management
102-10	Significant changes to the organization and its supply chain	Covid disruptions to supply chain covered: 2021 10K > Item 1A. Risk Factors, pgs. 4-5

Stryker frameworks

Disclosure	Description	Response
102-11	Precautionary Principle or approach	Stryker does not follow the precautionary approach, but has a comprehensive risk management plan in place. 2021 Proxy > Corporate Governance > Board's Role in Strategic Planning and Risk Oversight. Board Committee Charters
102-12	External initiatives	Business in the Community Ireland Low Carbon Pledge Healthcare Plastics Recycling Council OneTen coalition Responsible Minerals Initiative U.S. Environmental Protection Agency's SmartWay program
102-13	Membership of associations	Additive Manufacturing Green Trade Association AdvaMed Association of Corporate Citizenship Professionals Healthcare Plastics Recycling Council The Conference Board
Strategy		
102-14	Statement from senior decision-maker	2021 in review > A message from Stryker Chair and CEO
102-15	Key impacts, risks, and opportunities	2021 10K > Item 1. Business and Risk Factors, pgs. 1-9 2021 in review > Our corporate responsibility journey
Ethics and integrity		
102-16	Values, principles, standards, and norms of behavior	Good business > Corporate responsibility governance Good business > Business ethics and ethical marketing https://www.stryker.com/us/en/about.html
102-17	Mechanisms for advice and concerns about ethics	Good business > Business ethics and ethical marketing > Advice and concerns

Disclosure	Description	Response
Governance		
102-18	Governance structure	Good business > Governance > Board of Directors 2021 Proxy > Corporate Governance > Board Committees, pgs. 19-20
102-19	Delegating authority	Good business > Corporate responsibility governance 2021 Proxy > Corporate Governance > Approach to Environmental, Social and Governance Related Matters (pg. 22)
102-20	Executive-level responsibility for economic, environmental, and social topics	Good business > Corporate responsibility governance
102-21	Consulting stakeholders on economic, environmental, and social topics	2021 in review > Our corporate responsibility journey
102-22	Composition of the highest governance body and its committees	Good business > Governance > Board of Directors 2021 Proxy > Corporate Governance > Board Committees, pgs. 19-20
102-23	Chair of the highest governance body	Good business > Governance > Board of Directors
102-24	Nominating and selecting the highest governance body	2021 Proxy > Corporate Governance > Board Committees, pg. 20
102-25	Conflicts of interest	2021 Proxy > Corporate Governance (pgs. 19-23)
102-26	Role of highest governance body in setting purpose, values, and strategy	2021 Proxy > Corporate Governance > Approach to Environmental, Social and Governance Related Matters (pg. 22)
102-29	Identifying and managing economic, environmental, and social impacts	2021 in review > Our corporate responsibility journey Good business > Governance
102-30	Effectiveness of risk management processes	Good business > Governance
102-31	Review of economic, environmental, and social topics	2021 in review > Our Corporate responsibility journey Good business > Governance
102-32	Highest governance body's role in sustainability reporting	Good business > Governance
102-33	Communicating critical concerns	Good business > Governance
102-35	Remuneration policies	2021 Proxy > Compensation Discussion and Analysis, pgs. 23-43
102-36	Process for determining remuneration	2021 Proxy > Compensation Discussion and Analysis, pgs. 23-43
102-37	Stakeholders' involvement in remuneration	2021 Proxy > Compensation Discussion and Analysis, pgs. 23-43
102-38	Annual total compensation ratio	2021 Proxy > Executive Compensation (pg. 35)

Disclosure	Description	Response
Stakeholder engagement		
102-40	List of stakeholder groups	2021 in review > Our corporate responsibility journey
102-42	Identifying and selecting stakeholders	2021 in review > Our corporate responsibility journey
102-43	Approach to stakeholder engagement	2021 in review > Our corporate responsibility journey
102-44	Key topics and concerns raised	2021 in review > Our corporate responsibility journey
Reporting practice		
102-45	Entities included in the consolidated financial statements	2021 10K > Notes to Consolidated Financial Statements
102-46	Defining report content and topic Boundaries	2021 in review > Our corporate responsibility journey
102-47	List of material topics	2021 in review > Our corporate responsibility journey
102-48	Restatements of information	None
102-49	Changes in reporting	2021 in review > Our corporate responsibility journey
102-50	Reporting period	January 1-December 31, 2021
102-51	Date of most recent report	2021
102-52	Reporting cycle	Annual
102-53	Contact point for questions regarding the report	CR@stryker.com
102-54	Claims of reporting in accordance with the GRI Standards	This report references the GRI Standards.
102-55	GRI content index	GRI Index
102-56	External assurance	Greenhouse Gas Emissions data has been externally assured.
GRI 200: Economic		
GRI 203: Indirect economic impacts		
103-1	Explanation of the material topic and its Boundary	Stronger people > Healthcare providers and patients > Access to quality healthcare
103-2	The management approach and its components	Stronger people > Healthcare providers and patients > Access to quality healthcare
103-3	Evaluation of the management approach	Stronger people > Healthcare providers and patients > Access to quality healthcare
203-2	Significant indirect economic impacts	Stronger people > Healthcare providers and patients > Access to quality healthcare

Disclosure	Description	Response
GRI 205: Anti-corruption		
103-1	Explanation of the material topic and its Boundary	Good business > Business ethics and ethical marketing
103-2	The management approach and its components	Good business > Business ethics and ethical marketing
103-3	Evaluation of the management approach	Good business > Business ethics and ethical marketing
205-2	Communication and training about anti-corruption policies and procedures	Good business > Business ethics and ethical marketing
GRI 300: Environmental		
GRI 301: Materials		
103-1	Explanation of the material topic and its Boundary	Healthier planet > Operational impact, Product design and lifecycle management
103-2	The management approach and its components	Healthier planet > Operational impact, Product design and lifecycle management
103-3	Evaluation of the management approach	Healthier planet > Operational impact, Product design and lifecycle management
301-3	Reclaimed products and their packaging materials	Healthier planet > Operational impact, Product design and lifecycle management
GRI 302: Energy		
103-1	Explanation of the material topic and its Boundary	Healthier planet > Operational impact > Energy and emissions
103-2	The management approach and its components	Healthier planet > Operational impact > Energy and emissions
103-3	Evaluation of the management approach	Healthier planet > Operational impact > Energy and emissions
302-1	Energy consumption within the organization	CDP Climate Change 2021 C8. Energy and Carbon Supplement
302-2	Energy consumption outside of the organization	CDP Climate Change 2021 C8. Energy and Carbon Supplement
302-4	Reduction of energy consumption	Healthier Planet > Operational impact > Energy and emissions > Emissions reduction by the numbers

Disclosure	Description	Response
GRI 303: Water and effluents		
103-1	Explanation of the material topic and its Boundary	Healthier planet > Operational impact > Water
103-2	The management approach and its components	Healthier planet > Operational impact > Water
103-3	Evaluation of the management approach	Healthier planet > Operational impact > Water
303-1	Interactions with water as a shared resource	Healthier planet > Operational impact > Water
303-2	Management of water discharge-related impacts	Healthier planet > Operational impact > Water
GRI 305: Emissions		
103-1	Explanation of the material topic and its Boundary	Healthier planet > Operational impact > Climate disclosures, Energy and emissions
103-2	The management approach and its components	Healthier planet > Operational impact > Climate disclosures, Energy and emissions
103-3	Evaluation of the management approach	Healthier planet > Operational impact > Climate disclosures, Energy and emissions
305-1	Direct (Scope 1) GHG emissions	Healthier planet > Operational impact > Energy and emissions > Scope 1 and 2 emissions
305-2	Energy indirect (Scope 2) GHG emissions	Healthier planet > Operational impact > Energy and emissions > Scope 1 and 2 emissions
305-3	Other indirect (Scope 3) GHG emissions	Stryker 2020 Energy and Carbon Supplement.
305-4	GHG emissions intensity	Stryker 2020 Energy and Carbon Supplement.
305-5	Reduction of GHG emissions	Healthier planet > Operational impact > Energy and emissions > Scope 1 and 2 emissions

Disclosure	Description	Response
GRI 306: Waste		
103-1	Explanation of the material topic and its Boundary	Healthier planet > Operational impact > Waste Healthier planet > Product design and lifecycle management
103-2	The management approach and its components	Healthier planet > Operational impact > Waste Healthier planet > Product design and lifecycle management
103-3	Evaluation of the management approach	Healthier planet > Operational impact > Waste Healthier planet > Product design and lifecycle management
306-1	Waste generation and significant waste-related impacts	Healthier planet > Operational impact > Waste Healthier planet > Product design and lifecycle management
306-2	Management of significant waste-related impacts	Healthier planet > Operational impact > Waste Healthier planet > Product design and lifecycle management
306-4	Waste diverted from disposal	Healthier planet > Operational impact > Waste
GRI 400: Social		
GRI 403: Occupational health and safety		
103-1	Explanation of the material topic and its Boundary	Healthier planet > Operational impact > EHS and sustainability management Stronger people > Employee health and safety
103-2	The management approach and its components	Healthier planet > Operational impact > EHS and sustainability management Stronger people > Employee health and safety
103-3	Evaluation of the management approach	Healthier planet > Operational impact > EHS and sustainability management Stronger people > Employee health and safety
403-1	Occupational health and safety management system	Healthier planet > Operational impact > EHS and sustainability management
403-2	Hazard identification, risk assessment, and incident investigation	Healthier planet > Operational impact > EHS and sustainability management Stronger people > Employee health and safety

Stryker frameworks

Disclosure	Description	Response
403-3	Occupational health services	Healthier planet > Operational impact > EHS and sustainability management Stronger people > Employee health and safety
403-4	Worker participation, consultation, and communication on occupational health and safety	Healthier planet > Operational impact > EHS and sustainability management Stronger people > Employee health and safety
403-5	Worker training on occupational health and safety	Healthier planet > Operational impact > EHS and sustainability management Stronger people > Employee health and safety
403-6	Promotion of worker health	Healthier planet > Operational impact > EHS and sustainability management Stronger people > Employee health and safety
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Healthier planet > Operational impact > EHS and sustainability management Stronger people > Employee health and safety
403-8	Workers covered by an occupational health and safety management system	Our management system is applicable to all Global Quality and Operations (GOO) Stryker manufacturing employees, as well as to workers who are not employees but whose work and/or workplace is controlled by Stryker.
403-9	Work-related injuries	Stronger people > Employee health and safety
GRI 404: Training and education		
103-1	Explanation of the material topic and its Boundary	Stronger people > Employees > Employee career development
103-2	The management approach and its components	Stronger people > Employees > Employee career development
103-3	Evaluation of the management approach	Stronger people > Employees > Employee career development
404-2	Programs for upgrading employee skills and transition assistance programs	Stronger people > Employees > Employee career development
404-3	Percentage of employees receiving regular performance and career development reviews	100%

Disclosure	Description	Response
GRI 405: Diversity and equal opportunity		
103-1	Explanation of the material topic and its Boundary	Stronger people > Employees > Diversity, equity and inclusion
103-2	The management approach and its components	Stronger people > Employees > Diversity, equity and inclusion
103-3	Evaluation of the management approach	Stronger people > Employees > Diversity, equity and inclusion
405-1	Diversity of governance bodies and employees	Stronger people > Employees > Diversity, equity and inclusion > Representation data 2021 Proxy , pg. 1
GRI 406: Non-discrimination		
103-1	Explanation of the material topic and its Boundary	Good business > Business ethics and ethical marketing
103-2	The management approach and its components	Good business > Business ethics and ethical marketing
103-3	Evaluation of the management approach	Good business > Business ethics and ethical marketing
406-1	Incidents of discrimination and corrective actions taken	We take internal concerns seriously. Our internal standards are higher than legal expectations and we take appropriate corrective action when we believe our policies have been violated.
GRI 412: Human rights assessment		
103-1	Explanation of the material topic and its Boundary	Good business > Supply chain management
103-2	The management approach and its components	Good business > Supply chain management
103-3	Evaluation of the management approach	Good business > Supply chain management
412-2	Employee training on human rights policies or procedures	Good business > Supply chain management Our procurement team completes an annual supplier code of conduct training to ensure they can assist suppliers in meeting our expectations, including on human rights. In 2021, 99.7 percent of the team completed this training.

Disclosure	Description	Response
GRI 413: Local communities		
103-1	Explanation of the material topic and its Boundary	Stronger people > Communities
103-2	The management approach and its components	Stronger people > Communities
103-3	Evaluation of the management approach	Stronger people > Communities
413-1	Operations with local community engagement, impact assessments, and development programs	Stronger people > Communities
GRI 414: Supplier social assessment		
103-1	Explanation of the material topic and its Boundary	Good business > Supply chain management
103-2	The management approach and its components	Good business > Supply chain management
103-3	Evaluation of the management approach	Good business > Supply chain management
414-1	New suppliers that were screened using social criteria	Good business > Supply chain management
GRI 416: Customer health and safety		
103-1	Explanation of the material topic and its Boundary	Good business > Product quality and safety Stronger people > Healthcare providers and patients
103-2	The management approach and its components	Good business > Product quality and safety Stronger people > Healthcare providers and patients
103-3	Evaluation of the management approach	Good business > Product quality and safety Stronger people > Healthcare providers and patients
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	There were zero incidents of non-compliance concerning the health and safety impacts of products and services.

Disclosure	Description	Response
GRI 417: Marketing and labeling		
103-1	Explanation of the material topic and its Boundary	Good business > Business ethics and ethical marketing
103-2	The management approach and its components	Good business > Business ethics and ethical marketing
103-3	Evaluation of the management approach	Good business > Business ethics and ethical marketing
417-1	Requirements for product and service information and labeling	Good business > Business ethics and ethical marketing
417-2	Incidents of non-compliance concerning product and service information and labeling	There were zero incidents of non-compliance concerning product and service information and labeling.
417-3	Incidents of non-compliance concerning marketing communications	There were zero incidents of non-compliance concerning marketing communications.
GRI 418: Customer privacy		
103-1	Explanation of the material topic and its Boundary	Good business > Information security and privacy
103-2	The management approach and its components	Good business > Information security and privacy
103-3	Evaluation of the management approach	Good business > Information security and privacy
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Stryker had no substantiated complaints concerning breaches of customer privacy and losses of customer data in 2021.
GRI 419: Socioeconomic compliance		
103-1	Explanation of the material topic and its Boundary	Good business > Business ethics and ethical marketing
103-2	The management approach and its components	Good business > Business ethics and ethical marketing
103-3	Evaluation of the management approach	Good business > Business ethics and ethical marketing

2021 SASB

index

Accounting metrics

Metric	Code	Unit of measure	Category	Response/Reference
Product safety				
Number of recalls issued, total units recalled	HC-MS-250a.1	Number	Quantitative	<u>Good business > Product quality and safety > Quality management metrics > Inspections</u>
Ethical marketing				
Description of code of ethics governing promotion of off-label use of products	HC-MS-270a.2	n/a	Discussion and Analysis	<u>Good business > Business ethics and ethical marketing > Ethical marketing and sales</u> <u>Corporate Policy 5: On-Label Product Promotion</u>
Product design & lifecycle management				
Discussion of process to assess and manage environmental and human health considerations associated with chemicals in products, and meet demand for sustainable products	HC-MS-410a.1	n/a	Discussion and Analysis	<u>Healthier planet > Product design and lifecycle management</u>

Accounting metrics

Metric	Code	Unit of measure	Category	Response/Reference
Total amount of products accepted for takeback and reused, recycled, or donated, broken down by: (1) devices and equipment and (2) supplies	HC-MS-410a.2	Metric tons (t)	Quantitative	<u>Healthier planet > Product design and lifecycle management > Sustainability Solutions</u> <u>Stronger people > Communities > Giving and volunteering programs > Stryker's global support</u>

Supply chain management

Percentage of (1) entity's facilities and (2) Tier I suppliers' facilities participating in third-party audit programs for manufacturing and product quality	HC-MS-430a.1	Percentage (%)	Quantitative	<u>(1) Good business > Product quality and safety > Quality management metrics > Inspections</u> <u>(2) Good business > Supply chain management > Supplier quality management</u>
Description of the management of risks associated with the use of critical materials	HC-MS-430a.3	n/a	Discussion and Analysis	<u>Good business > Supply chain management > Strengthening our focus on supplier ESG > Conflict minerals</u>

Business ethics

Description of code of ethics governing interactions with health care professionals	HC-MS-510a.2	n/a	Discussion and Analysis	<u>Good business > Business ethics and ethical marketing > Ethical marketing and sales</u>
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Activity metric

Metric	Code	Unit of measure	Category	Response/Reference
Number of units sold by product category	HC-MS-000.A	Number	Quantitative	<u>2021 in review > Innovating for growth > Financial highlights</u>

2021 TCFD

index

Disclosure focus area	Recommended disclosure	Reference
Governance		
Disclose the organization's governance around climate-related risks and opportunities.	a) Describe the board's oversight of climate-related risks and opportunities.	<u>CDP Climate Change</u> 2021 C1.1a, C1.1b <u>Good business > Governance > Corporate responsibility governance</u>
	b) Describe management's role in assessing and managing climate-related risks and opportunities.	<u>2021 Proxy Statement</u> > Corporate Governance > Approach to Environment, Social and Governance Related Matters, pg. 22 <u>CDP Climate Change</u> 2021 C1.2, C1.2a <u>Good business > Governance > Corporate responsibility governance</u> <u>Healthier planet > Operational impact > Energy and emissions > EHS and sustainability management</u>
Strategy		
Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy and financial planning.	a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	<u>CDP Climate Change</u> 2021 C2.1, C2.1a, C2.1b, C2.2a, C2.3a, C2.4a <u>Healthier planet > Operational impact > Energy and emissions</u>
	b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	<u>CDP Climate Change</u> 2021 C2.3a, C2.4a, C3.1, C3.1b, C3.3, C3.4 <u>Healthier planet > Operational impact > Energy and emissions</u>
	c) Describe the potential impact of different scenarios, including a 2°C scenario, on the organization's businesses, strategy, and financial planning.	<u>CDP Climate Change</u> 2021 C3.2, C3.2b

Disclosure focus area	Recommended disclosure	Reference
Risk management		
Disclose how the organization identifies, assesses and manages climate-related risks.	<p>a) Describe the organization’s processes for identifying and assessing climate-related risks.</p> <p>b) Describe the organization’s processes for managing climate-related risks.</p> <p>c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization’s overall risk management.</p>	<p><u>CDP Climate Change</u> 2021 C2.1, C2.1a, C2.2</p> <p><u>Good business > Governance > Corporate responsibility governance</u></p> <p><u>2021 Proxy</u> > Corporate Governance > Board’s Role in Strategic Planning and Risk Oversight</p>
Metrics and targets		
Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities.	<p>a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.</p> <p>b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.</p> <p>c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.</p>	<p><u>CDP Climate Change</u> 2021 C6., C8.</p> <p><u>CDP Climate Change</u> 2021 C6.</p> <p><u>Healthier planet > Operational impact > Energy and emissions > Scope 1 and 2 emissions</u></p> <p><u>CDP Climate Change</u> 2021 C4.</p> <p><u>Healthier planet > Operational impact</u></p>