

Carbon Reduction Plan

Supplier name: Stryker UK Limited
Publication date: April 1, 2026

Commitment to achieving Net Zero

Stryker Corporation (hereinafter “Stryker”) is committed to achieving carbon neutral status for scopes 1 & 2 emissions for our facilities by 2030. The emissions data contained in this report relates to Stryker Corporation globally, of which the supplier, Stryker UK Limited, is a wholly owned subsidiary.

Stryker UK Limited is committed to achieving Net Zero emissions by 2050 in line with the goals of the NHS net zero supplier roadmap.

Baseline Emissions Footprint

Baseline emissions are a record of the greenhouse gases that have been produced in the past and were produced prior to the introduction of any strategies to reduce emissions. Baseline emissions are the reference point against which emissions reduction can be measured.

Baseline Year: 2019 ¹	
Additional Details relating to the Baseline Emissions calculations	
Stryker’s current baseline and goals for carbon reduction include scopes 1 & 2 only. Stryker’s ambitious goals for greenhouse gas (GHG) emissions reduction drive us to operate more sustainably, which, in turn, helps us achieve our mission of making healthcare better. Our environmental commitments are organized around a long-term goal for Stryker facilities to be carbon neutral (Scopes 1 and 2) by 2030. We recognize that achieving this goal will require a multipronged strategy. As a part of our 2030 strategy, Stryker plans to continue to explore and invest in opportunities in renewable energy, energy efficiency, electrification, low-carbon fuels and low-carbon processes. To help us achieve this longer-term goal, we have set milestones along the way to keep us on track.	
Baseline year emissions:	
EMISSIONS TOTAL	(tCO ₂ e)
Scope 1	53,850
Scope 2 (Market-based emissions)	146,705
Scope 3 (Included Sources)	<u>1,822,092^{5,7}</u>
Total Emissions	200,555

Current Emissions Reporting

Reporting Year: January 1, 2024 – December 31, 2024	
EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	66,449
Scope 2 (Market-based emissions)	28,434
Scope 3	<u>1,822,092^{5,7}</u>
Total Emissions	94,883

Emissions reduction targets and goals

We remain committed to making progress on our science-aligned² goal to power all facilities with renewable electricity by 2027 and our long-term goal to become carbon neutral for Stryker's facilities by 2030³ (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.⁴

To further our commitments, Stryker has established a new science-aligned² 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 2030.⁵

Stryker UK Limited is committed to achieving Net Zero emissions by 2050 in line with the goals of the NHS net zero supplier roadmap.

Stryker progress against these targets can be seen in the table below:

Scope 1 and 2 GHG emissions by year

Greenhouse gas (GHG) emissions (MT CO ₂ e)	2024	2023	2019 ¹
Total Scope 1 GHG emissions⁶	66,449 ⁷	24,113 ⁷	27,076 ⁸
Scope 1 fleet GHG emissions	32,849 ⁷	26,386	22,221 ⁸
Scope 1 facility GHG emissions (fuels & fugitive emissions)	33,600 ⁷	28,468 ^{8, 9}	30,629 ^{8, 9}
Total Scope 2 (location-based) GHG emissions	117,472 ⁷	142,378 ⁷	138,573 ⁸
Total Scope 2 (market-based) GHG emissions	28,434 ⁷	81,619 ⁷	146,705 ⁸
Total Scope 1 and 2 (location-based) GHG emissions	183,920 ⁷	197,232 ⁸	192,423 ⁸
Total Scope 1 and 2 (market-based) GHG emissions	94,883 ⁷	136,473 ⁷	200,555 ⁸
Percentage change in GHG emissions compared to 2019 baseline (%) ¹⁰	-53% ⁷	-32% ⁸	—
Percentage change in GHG intensity compared to 2019 baseline (% metric tonnes CO ₂ e/million USD) ¹⁰	-69% ⁷	-51% ⁸	—

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)¹¹	1,822,092⁷
Category 1: Purchased goods and services ¹¹	1,159,943 ⁷
Category 2: Capital goods ¹¹	181,263 ⁷
Category 4: Upstream transportation and distribution ¹¹	271,110 ⁷
Category 11: Use of sold products ¹¹	209,776 ⁷

1. 2019 serves as Stryker's baseline year for Scope 1 and Scope 2 emissions.
2. 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.
3. GHG accounting for Stryker's goals follows market-based methodology for Scope 2. The carbon neutral goal excludes fleet emissions.
4. 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.
5. 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.
6. Total Scope 1 GHG emissions exclude ozone-depleting substances (ODS) in accordance with the GHG Protocol.
7. Stryker has received external, third-party assurance for this data; see Independent Limited Assurance Report for more information.
8. Stryker is strengthening emissions data quality by incrementally expanding assurance. This data point was not assured when first calculated or disclosed.
9. 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.
10. "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.
11. 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.

Completed Carbon Reduction Initiatives

We remain committed to making progress on carbon emissions reduction, with the long-term goal for Stryker's facilities to be carbon neutral (Scope 1 and 2) by 2030. As of the end of 2023, we exceeded our interim 2024 goal for emissions reduction, due primarily to our strategic investments in energy efficiency and renewable energy.

In 2024, Stryker added new renewable procurement contracts at three sites and new onsite solar installations at our St. Leonards, Australia, and Venlo, Netherlands, sites. 2024 was the first year we had a full 12 months of production from the North American virtual power purchase agreement (VPPA) we signed with Orsted, which projects to cover roughly 70 percent of electricity use at our facilities in North America.

Stryker continues to identify and execute more efficient approaches to electricity, heating, ventilation and air conditioning. Recent projects include:

- Combined heat and power installation in Arroyo, Puerto Rico: 16,500 MWh of electricity will be saved annually
- Reuse steam energy in production process in Cary, Illinois: 1,490 MWh of electricity will be saved annually
- Enhanced roof and building insulation in Tuttlingen, Germany and Montbonnot, France: 450 MWh of electricity will be saved annually
- LED lighting upgrades in Phoenix, Arizona: 122 MWh of electricity will be saved annually

Additional details on initiatives and future plans can be found on Stryker's Corporate Responsibility hub: <https://www.stryker.com/us/en/about/corporate-responsibility/cr-hub.html>

Declaration and Sign Off

This Carbon Reduction Plan has been completed in accordance with PPN 06/21 and associated guidance and reporting standard for Carbon Reduction Plans.

Emissions have been reported and recorded in accordance with the published reporting standard for Carbon Reduction Plans and the GHG Reporting Protocol corporate standard and uses the appropriate Government emission conversion factors for greenhouse gas company reporting.

Scope 1 and scope 2 emissions have been reported in accordance with SECR requirements, and the required subset of scope 3 emissions will, when applicable, be reported in accordance with the published reporting standard for Carbon Reduction Plans and the Corporate Value Chain (scope 3) Standard.

This Carbon Reduction Plan has been reviewed and signed off by the board of directors of Stryker UK Limited in April 2026.

Signed on behalf of the Supplier:



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Date: April 1, 2026

Name: Pete Barnes

Title: Managing Director, Stryker UK Limited