



2024

Stryker South Pacific
Corporate
Responsibility Report





Maurice Ben-Mayor

President
Stryker South Pacific (SSP)

I am proud to reflect on the incredible strides we've taken as a company over the past year, particularly the way our people have united around our mission to make healthcare better.

Our continued dedication to delivering the best possible healthcare for our community was evident in initiatives such as our orthopaedic outreach programs and collaboration with Operation Smile.

From championing wellbeing through the introduction of Wellbeing Day, to celebrating the achievements of our Stryker South Pacific Veterans Association, Stryker Women's Network and Stryker Allies for Equality, we've demonstrated that when our people feel valued and included, they can truly thrive. These employee-driven groups and initiatives are at the heart of our culture, creating an environment where different perspectives drive innovation and empower us to grow.

Looking ahead in 2025, we will continue to build on our momentum by advancing medical education, expanding our environmental sustainability efforts and enhancing our support for the broader community in big and exciting ways.

I look forward to another year filled with growth, collaboration and life changing outcomes for patients, healthcare professionals and the communities we serve.

Thank you for your commitment and contribution to Stryker. I say it every year because I think it's important: There's no limit to what we can achieve together.

Mission

Together with our customers,
we are driven
to make healthcare better.

Values

Integrity
We do what's right

Accountability
We do what we say

People
We grow talent

Performance
We deliver

Stryker is a global leader in medical technologies. Together with our customers, we're driven to make healthcare better. We offer innovative products and services in MedSurg, Neurotechnology and Orthopaedics that improve patient and healthcare outcomes. Alongside our customers around the world, we impact more than 150 million patients annually. Visit www.stryker.com for more.

Our corporate responsibility objective

We believe the health of the world is as important as the people who live in it, which is why our values are built on the following framework:

Stronger people

We are committed to serving our communities and creating a healthy and inclusive workplace where employees thrive.



Healthier planet

We are committed to reducing our environmental impact on the world through responsible, sustainable operations.



Good business

We are committed to helping customers improve patient outcomes and growing responsibly by pursuing quality and integrity in everything we do.



Better healthcare

Delivering the best healthcare takes more than innovation — it calls for strong partnerships, compassion and a shared commitment to improving lives. Our outreach and education programs are all about forging real connections with communities and stepping in where support is most needed.

Medical education

Stryker regularly brings together medical professionals, students, customers and other stakeholders to further our collective knowledge of the industry.

2024 Orthopaedic Summit - Meeting of the Minds

Our inaugural Orthopaedic Summit, *Meeting of the Minds*, brought together approximately 135 orthopaedic surgeons and Stryker employees in Brisbane.

This milestone event featured expert panel sessions, interactive breakout sessions, product demonstrations and networking opportunities, all showcasing Stryker's depth, breadth and unmatched capability to support our customers and their patients.

Designed specifically for orthopaedic surgeons with interests in soft tissue repair and reconstruction, orthopaedic trauma and lower limb arthroplasty, the two day summit offered attendees progressive education, thought leadership and current clinical, technological and economical concepts impacting orthopaedic surgery today.



Operation Smile: Transforming smiles in the Philippines

Operation Smile is a global nonprofit bridging the gap in access to essential surgeries and healthcare, starting with cleft surgery and comprehensive care. In 2024, we deepened our commitment to this partnership, supporting access to medical education and training programs.

Stryker South Pacific's employees, Bradley Betty and Emma Duncan, joined Operation Smile to serve as non-medical volunteers during a two week-long craniofacial medical program in the Philippines. The support on the ground from the volunteer team played an important role in enabling the surgical program, helping to provide care to children in need of craniofacial surgeries.

"I had the privilege of joining Operation Smile Australia for their 2024 Craniofacial Program in the Philippines. Witnessing the collaboration between the Australian and New Zealand volunteers, the Operation Smile teams from Australia and the Philippines, along with local clinicians, patient advocates and hospital staff was truly inspiring. Together, they transformed the lives of eight children through these life changing procedures. It was a privilege to be a part of, and an experience I will never forget."

Bradley Betty, a Product Manager from SSP

Stronger people

We believe that our success begins and ends with our people. They bring fresh ideas, develop breakthrough technologies and work to ensure healthcare professionals can deliver the best possible patient outcomes. Their passion drives us to create a workplace that supports individual growth, champions inclusivity and fosters strong connections within the communities we live in and serve.

We proudly live our values, one of which is to grow talent. Through leadership and employee development, and by listening to the various points of view of our employees, we've maintained our reputation as a great place to work. Initiatives that educate and celebrate wellbeing, inclusion and personal development allow us to continually invest in our greatest strength — our people — so that together, we can keep making healthcare better for everyone.

Stryker develops leaders through award winning programs such as our Veterans Association, Women's Network and events like SEN Solves which aim to build confidence in our teams and spark creative thinking.

Callan Gardner – 2024 Prime Minister's Veteran Employee of the Year

Stryker's Site Manager, Callan Gardner, was recognised for his leadership and commitment to supporting veterans in the workforce, making a lasting impact on both our organisation and the broader veteran community. The honour was awarded by the Prime Minister of Australia, the Hon. Anthony Albanese, in a ceremony in Canberra.

This is a prestigious award in Australia for veterans, with thousands of applications submitted. After a lengthy review process, Callan was successfully shortlisted for the award, which is a testament to his career and achievements, both military and at Stryker.

Callan's journey from the Australian Defence Force to Stryker exemplifies the strength and dedication veterans bring to the civilian workforce. His unwavering support for the veteran community extends both within Stryker and beyond.



Stryker South Pacific recognised as Women's Network Chapter of the Year for APAC

Stryker has a strong focus on advancing women by cultivating an open, inclusive culture. The Stryker Women's Network (SWN) drives this mission through diverse representation, belonging and advocacy, delivering local events and programs.

Each year, the Global SWN Executive Committee celebrates chapters and individuals who foster a welcoming environment, helping to attract, develop and retain talented women across the organisation. In 2024, Stryker South Pacific were recognised for their efforts and were awarded the APAC Chapter of the Year.

Women Without Limits wins global advocacy award

Women Without Limits is a Stryker South Pacific initiative founded by Lucy Millar to empower women and promote personal growth through exposure to new experiences.

The program was started as a personal passion project that quickly gained momentum across SSP. Now in its fifth year, Women Without Limits has become a cornerstone for fostering confidence, leadership and connection among participating women.

The program's immersive experiences and virtual modules cover everything from building self confidence to authentic leadership, helping women develop the skills necessary to flourish in their personal and professional lives. Lucy describes receiving the 2024 SWN Advocacy Award as an immense honour, attributing its success to the leadership team's willingness to back something new and different. She believes the program's evolution underscores Stryker's genuine commitment to nurturing female talent and highlights how anyone, regardless of title or function, can play a leadership role.

"Strength comes in numbers," Lucy says, emphasising the need for strong networks and collaboration in championing women's growth and success. She also encourages colleagues to overcome self doubt by supporting each other in practical ways, such as giving feedback before a big presentation or simply listening when someone needs help.

Our focus on wellbeing

Empowering our people to prioritise their wellbeing through community engagement, meaningful connections and expert knowledge sharing is vital to our collective success.

In 2024, Stryker South Pacific introduced Wellbeing Day – an extra day of leave for permanent employees to focus on all dimensions of their health. As part of our comprehensive, global wellbeing framework, it's an opportunity for everyone to consider their emotional, social, physical, career or financial wellbeing and dedicate time to making a positive difference in these areas. Other wellbeing benefits include flu vaccinations and financial literacy sessions run by our superannuation and insurance providers.

The Australian Defence and National Security Workforce Awards

In 2024, the Stryker South Pacific Veterans Association (SSPVA) was nominated for the Best Veteran Support Program category at the Defence and National Security Workforce Awards.

SSPVA's mission is to guide and support veterans and their families through transition from the defence force into the workplace.



Your commitment to supporting veterans and their families through collaboration with Soldier On is truly commendable. Your dedication, innovative approaches and genuine care have made a meaningful impact on the lives of so many. This nomination is a small token of our immense appreciation for your hard work and dedication in working together to positively impact veterans and their families. Thank you for everything you do to help our community thrive!"

—Amy Cooper, CEO of Soldier On

Employee Resource Groups (ERGs)

Stryker Women's Network (SWN) events

The mission of the local chapter of the Stryker Women's Network (SWN) is to foster a community of inclusion and equality through education, support and development so everyone can reach their full potential, regardless of gender.

Guest speaker Jane Fernandez:

"How to back yourself in a male dominated industry"

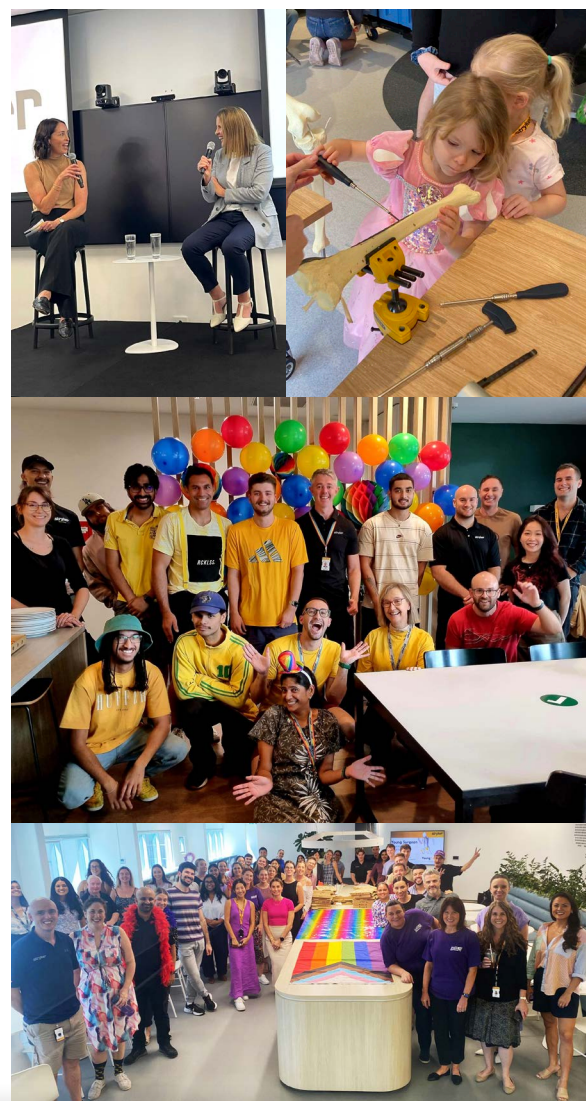
The former COO of the FIFA Women's World Cup and current Executive General Manager (Operations) at Rugby World Cup Australia, Jane's career in major sports events spans over 20 years, and in April she shared insights on conquering self doubt and the lessons learned along the way.

International Day of the Girl

SWN teams across SSP invited Stryker families and the next generation of young people for a day of STEM activities, exploring Stryker culture and trying out some of our products. With nearly 300 attendees in 2024, feedback was overwhelmingly positive, ensuring this event's place as an annual highlight.

Stryker Allies for Equality (SAFE)

Stryker's Allies for Equality (SAFE) fosters an inclusive and respectful workplace, celebrating Pride Month, Mardi Gras and educating employees about LGBTQIA+ identities, pronouns and the role of allies.



Wear it Purple Day with Yas London

Wear It Purple Day is an event dedicated to empowering LGBTQIA+ youth to dream big and proudly express themselves. The 2024 theme, "Your Passion, Your Pride", set a tone of hope, reminding everyone to embrace their identity and stand up for what they believe in.

These messages were supported by guest speaker, Yas London, a former world champion athlete and tenured police officer who now serves as a Global Online Safety Advocate, Advisor and Brand Director at Qoria. Yas's diverse experiences – ranging from creating a rainbow family to overcoming barriers in law enforcement – underscored the resilience and determination it takes to dismantle societal norms and foster inclusive spaces. Her heartfelt stories gave attendees a unique insight into the challenges of forging new paths, urging us all to stand firm in our identities and passions.

Stryker South Pacific Veterans Association (SSPVA)

Stryker is committed to connecting and supporting veterans, reservists and their families. The Stryker South Pacific Veterans Association (SSPVA) exists to provide support and enable our members to add to Stryker's culture using their values, strengths and talent.

New veteran transition process

In 2024, the SSPVA team noticed there was room to improve how we support new veteran hires at Stryker. Every veteran brings a different background and may need different levels of support as they transition into civilian work life.

Based on feedback from current and former team members, we introduced an onboarding program designed for new veteran hires and their people managers. The goal is to help everyone start off on the same page and reduce any hiccups that might come from miscommunication or misunderstandings.

We've also set up a buddy program, giving every SSPVA member a fellow veteran they can reach out to whenever they need.

SSPVA partnership with Solider On: A meaningful year of veteran support and connection

In 2024, the Stryker South Pacific Veterans Association (SSPVA) embraced new opportunities to make a lasting impact on veterans and their families through an inspiring partnership with Soldier On, a not-for-profit organisation dedicated to helping current and former Australian Defence Force (ADF) personnel and their families transition to meaningful civilian careers. This collaboration centered on the Prep-4-Pathways series, which equipped transitioning ADF personnel with career advice and motivational stories, showing them that civilian employment can be just as purposeful as their service.

From hands-on CV workshops to candid discussions about the realities of leaving the military, these sessions not only offered practical support, but also reaffirmed Stryker's commitment to recognising the invaluable skills and perspectives veterans bring to our mission.

2024 Canberra trip

An important highlight of the year was the 2024 Canberra trip, which saw SSPVA members and leaders coming together in record numbers. The group visited Parliament House, meeting with six politicians involved in veterans' affairs.

These one-on-one discussions focused on key priorities, such as improving defence transition processes and acting on the findings of the Royal Commission into Defence and Veteran Suicide. The candid exchange and genuine support from political leaders affirmed that, while there are no simple solutions, a "village approach" of collaboration between government, SSPVA and veteran support organisations can truly help veterans thrive.



ANZAC Day 2024: Honouring service and sacrifice

Each year on April 25, we pause at dawn to reflect on the courage and sacrifices made by those who served in Australia and New Zealand's peacekeeping and combat operations. While ANZAC Day originally honoured the Gallipoli landing, it now embraces the contributions of all who have served across subsequent conflicts, uniting us in a spirit of remembrance and gratitude.

In the past, the Stryker South Pacific Veterans Association (SSPVA) has commemorated ANZAC Day through powerful virtual events, where Stryker veterans share stories of their service. These accounts offer deep insight into why this day can be so meaningful – and often challenging – for those who have worn the uniform.

In 2024, the SSPVA invited employees to gather for Dawn Services in Sydney, Melbourne, Brisbane and Adelaide, joining our veterans to pay their respect in person. It was an opportunity to connect, learn and support one another.

Stryker Engineer's Network (SEN): Celebrating local innovation and connection

The Stryker Engineer's Network (SEN) brings engineers from across Australia and New Zealand together to share expertise, maximise their skills and grow their careers through pathways for development. It fosters a supportive, collaborative environment that empowers engineers to thrive and innovate.

This year, SEN came together for an event honouring the contributions of engineers and the transformative power of technology.

Attendees had the chance to explore the diverse range of strengths, challenges and experiences within the SEN community, gaining fresh insights into potential career pathways and growth opportunities. Along the way, they learned about a variety of fascinating projects led by fellow engineers, reinforcing just how vital innovation is to Stryker's mission of making healthcare better.



SEN Solves: Turning challenges into innovation

The Stryker Engineering Network (SEN) launched **SEN Solves** in 2024, a dynamic challenge that encouraged engineers and "engineer-minded" colleagues from Australia and New Zealand to apply their skills in solving a real world problem.

Six teams formed to tackle the brief, each bringing unique perspectives, strengths and areas of expertise. Over the course of a month, participants brainstormed, tested ideas and refined solutions under practical constraints, demonstrating the broad potential of collaborative innovation.

Through SEN Solves, participants not only sharpened their problem-solving capabilities but also discovered new career pathways, networked with peers and confirmed just how powerful it can be when different talents come together for a common goal.



Supporting Stryker South Pacific communities

Children in Need committee raise over \$100,000 for Starlight Foundation

Stryker's drive to make healthcare better goes beyond innovative products — it also includes our team's dedication to volunteering and fundraising.

In 2024, employees from across Australia and New Zealand once again joined forces for the Great Adventure Challenge, an adrenaline-fueled corporate race held to support the Starlight Foundation. Starlight partners with health professionals to bring joy and laughter to sick children — a vital component of paediatric healthcare.

Nine teams, comprising 72 participants, stepped up to face activities like mountain biking, trail running, orienteering and a series of mental tests, proving both their determination and team spirit. This year, for the first time, a dedicated volunteer team joined the event, offering support and boosting morale throughout the day.

Along the way, these teams raised an incredible \$100,000 to help Starlight continue their mission. Employees also tracked their time on the Stryker giving and volunteering platform, earning volunteer rewards for each hour tracked. This remarkable achievement

underscores the impact that collaboration and shared purpose can have, reminding us that when we come together, we can bring more smiles to children who need them most.



December's Giving Tree for children in need

This year marked our most successful Giving Tree event in the three years we've supported *Hope In A Suitcase*. Across Sydney, Brisbane and Melbourne, we assembled dozens of suitcases filled with essential items and personal touches for children entering the foster care system. Our teams also raised over \$40,000 from employee donations, which were maximised through Stryker's Impact platform, leveraging double and triple matching contributions.

These efforts directly support Hope In A Suitcase's mission: to show every child entering foster care that they are loved and valued by their community. Each suitcase offers not only practical necessities but also a sense of ownership, security and comfort as these children navigate their unique journeys.

Healthier planet

In the same way our people are vital to Stryker's success, the health of our planet is also important to our mission of making healthcare better. By nurturing the environment and reducing our impact, we help ensure healthier lives for patients, communities and future generations.

Each year, we see a growing interest from customers and investors around what we're doing to reduce our footprint. We know that current and future employees take pride in working for a company that sets sustainability goals and steps up to achieve them.

Globally, Stryker is making progress toward our environmental commitments to become carbon neutral for scopes 1 and 2 at all Stryker facilities by 2030. We're also looking to power all facilities with 100% renewable electricity by 2027.

Going solar in Sydney

The SSP chapter of Stryker's Environmental Alliance, joined by APAC President John Collings, celebrated the launch of a new solar power system for Stryker's South Pacific's head office in Sydney — a multi-year project in the making that will help contribute to Stryker's overall global carbon reduction targets.

With 339 panels installed and a system size of 170kW, we expect a significant reduction in purchased electricity and emissions each year and bring us one step closer to our global goal.



Clean up Australia – Sydney, Melbourne and Queensland

In a show of collaboration and environmental responsibility, Stryker teams from Sydney, Melbourne and Queensland joined forces to clean up local areas for the 2024 Clean Up Australia Day on March 3, collecting over 30 kilograms of rubbish.

These events not only helped beautify our communities but also highlighted how small, collective actions can foster a healthier planet for all. By coming together with a shared purpose, our teams showcased Stryker's ongoing commitment to making a positive difference beyond healthcare. This was supported by educational events run throughout the year covering environmentally friendly workday habits and sustainable investing.

Keep New Zealand Beautiful – Auckland

Teams from across the NZ business came together to clean up around our Auckland office and neighboring businesses. Their dedication was inspiring as they collected approximately 136kg of rubbish, making our community cleaner and greener.

Engaging staff to think green

The SSP chapter of our Environmental Alliance ran two lunch and learn sessions this year, giving employees an opportunity to come together and learn more about Stryker's carbon reduction projects, as well as understanding more about sustainable investment options.

The leadership team also participated in a workshop to learn about climate change and explore climate risk and opportunities.

Modern slavery

With operations and supply chains spanning the globe, Stryker is committed to improving the working conditions of people who are connected to our business. We recognise the need to monitor for conditions that put workers at risk of modern slavery. For more information please refer to Stryker Australia's 2023 Modern Slavery Statement located at www.stryker.com.

