



2025

Stryker South Pacific Corporate Responsibility Report



At the heart of Stryker’s success are our people. In 2025, our employee-led networks and wellbeing initiatives continued to strengthen a culture where inclusion, support and belonging are part of how we work every day.

Through networks such as the Stryker Women’s Network, Stryker Allies for Equality, Stryker Engineers Network and Stryker South Pacific Veterans Association, and launching meaningful programs like Returnity, we saw the powerful impact of creating environments where people feel valued and empowered to thrive.

Adam Collingwood

President
Stryker South Pacific (SSP)

Beyond our workplace, our commitment to improving lives was reflected in our surgical outreach programs in Timor-Leste and the Philippines. These initiatives enabled life-changing procedures, supported local clinical capability and helped strengthen sustainable healthcare pathways in communities with limited access to safe surgery.

Being recognised as the MTAA Women in MedTech Company Champion was a particularly proud milestone in 2025. This recognition reflects the collective efforts of our teams across South Pacific who live our values, champion inclusion and support one another.

As we look ahead, we remain focused on building on this momentum by advancing medical education, deepening our community impact and accelerating our sustainability efforts while staying true to our purpose of making healthcare better.

Thank you for your continued commitment to Stryker. I look forward to what we will achieve together in the years ahead.

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 and, together with our customers, we're driven to make healthcare better. We offer innovative products and services in MedSurg, Neurotechnology and Orthopaedics that help 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

The clinicians, educators and teams who dedicate themselves to improving patient outcomes remain at the centre of everything we do. In 2025, we continued to invest in access to care and clinical capability, supporting surgical outreach initiatives and advancing medical education across the region.

Through partnerships, shared expertise and a commitment to meaningful impact, we're helping strengthen healthcare systems where it matters most.

Quality healthcare begins with people

Delivering better healthcare goes beyond the technologies we create. It's about how we share knowledge, build capability and support those delivering care on the front line.

By combining expertise, collaboration and compassion, we're helping strengthen healthcare systems and improve outcomes where the need is greatest.

Surgical programs

In 2025, Stryker South Pacific continued its support of global surgical outreach through Orthopaedic Outreach and Operation Smile, helping expand access to essential care and strengthen local clinical capability.



Operation Smile – Philippines

In Manila, Stryker South Pacific representatives supported an Operation Smile surgical program, helping provide surgical care for children born with cleft conditions and encephalocele.

The team supported life-changing procedures, while also providing hands-on training for hospital staff to help strengthen long-term local surgical capability.

Across both programs, Stryker employees worked alongside local clinicians to support improved patient outcomes and share critical clinical knowledge that contributes to sustainable care in the communities served. This partnership reflects a shared commitment to expanding access to safe surgery for communities where access to care remains limited.

Better Healthcare

Medical education

Medical education remains a core strategic pillar in supporting healthcare professionals and advancing better patient outcomes.

In 2025, we continued to evolve our approach, with a deliberate focus on more targeted, collaborative and high impact education.

This strategic shift toward higher impact delivery was reflected across the Medical Education program, supporting the development of over 1200 healthcare professionals across multiple specialities, through more consolidated, clinically relevant and engaging learning experiences.

Cross-business collaboration ensured an increased emphasis on multi-product events enabling shared expertise, broader clinical exposure and more integrated learning experiences.



Orthopaedic Outreach – Timor-Leste

Stryker South Pacific representatives joined volunteer surgeons and clinicians in East Timor, where limited access to orthopaedic expertise and equipment presents significant barriers to care.

Through the program, the team delivered training in fracture management and external fixation, and worked alongside local staff to identify ongoing resource needs. This contribution helped build confidence and capability within local hospitals and informed future donation priorities.

Stronger people

Our people are our greatest strength. In 2025, our Employee Resource Groups (ERGs), committees and volunteers continued to build belonging, empower communities and create opportunities for growth, connection and wellbeing across the South Pacific.

Stryker Allies for Equality (SAFE)

Education and awareness remained a key focus for SAFE in 2025, with a continued emphasis on understanding and respecting the diversity of identities within the LGBTQIA+ community. Through Pride Month and Mardi Gras activities, employees engaged in meaningful conversations that deepened awareness, encouraged allyship and fostered a more inclusive and respectful workplace.

Stryker also had the privilege of being represented at the LGBTQIA+ Leadership Summit in Sydney. The summit brought together leaders, changemakers and allies from across industries, generations and communities all united by one goal - building more inclusive, equitable workplaces where everyone can thrive.



Wear It Purple Day

Employees across Australia and New Zealand celebrated Wear It Purple Day with powerful outfits and community events. Wear It Purple Day is an event dedicated to empowering LGBTQIA+ youth to dream big and proudly express themselves.

Celebrations included a keynote from speaker Sean Szeps — author, content creator and advocate for LGBTQIA+ families. Sean's honest and humorous reflections encouraged us to embrace authenticity and champion inclusion every day.

Stronger People

Stryker South Pacific Veterans Association (SSPVA)

One of the most exciting developments of recent years has been the growth and maturity of the Stryker South Pacific Veterans Association. What began as an internal support network has evolved into a recognised model, attracting attention beyond our organisation.

As a result, we've worked closely with companies including Qantas and Baxter, as well as Stryker teams in the UK, to help establish and strengthen their own veteran networks.

New partnership with Legacy

This year we formed a new partnership with Legacy and attended the Remembrance Day lunch with Mark Donaldson VC. Although our SSPVA works year-round to support the veteran community, Legacy Week is a powerful opportunity to do just that.

Legacy Week volunteers help raise awareness for the families of veterans, from providing schoolbooks and essentials for children, to supporting those living with PTSD and psychological injuries.

Supporting veterans at the National Veterans Employment event

Peter Ross, Chair of the SSP Veteran Association, took the spotlight in a powerful panel hosted by the Department of Veterans' Affairs, shining a light on how employers can better support veteran employees.

The event, led by Australian Repatriation Commissioner Kahlil Fegan, brought together voices from Westpac, Torode Solutions and our very own Stryker to unpack one big question: *how can workplaces help veterans not just survive, but thrive?*

Peter shared candid reflections on the steep learning curve many veterans face when entering the civilian job market, drawing on both personal experience and insights from Stryker's own initiatives. He championed the work SSPVA and our Talent Acquisition team have done to give ex-service members the tools to truly showcase their value.

He also spotlighted standout programs like our veteran and people manager orientation sessions, immersive Canberra visits and tailored onboarding approaches that help veterans find their footing, and flourish at Stryker.

This moment reflects Stryker's growing role as a leader in veteran inclusion beyond our own organisation. Through invitations to contribute at a national level, recognition such as Callan Gardner's Prime Minister's Veteran Employee of the Year award, and new partnerships with organisations like The Oasis Townsville, we're helping shape better pathways for veterans transitioning into civilian careers.



Canberra visit 2025

Now in its third year, the SSPVA Canberra visit brought together veterans, reservists and supporters for two days of connection, learning and advocacy.

The group met with members of parliament and a senator to discuss shifting the national narrative from veteran challenge to veteran success. At the Australian War Memorial, deeply personal moments, including a member discovering a family artefact, were paired with light moments such as a spontaneous VR zombie apocalypse.

“ I was fortunate to attend my first SSPVA trip to Canberra last year, an experience I felt privileged to be part of. Bringing together people with a shared purpose to support and raise awareness for veterans and their families made the event deeply meaningful.

Several moments from our visit to the Australian War Memorial will stay with me for a long time. Unexpectedly discovering my great-grandfather's satchel and reading his name, "TUBB", something I never knew existed, brought my family history into sharp focus. Experiencing this alongside the Last Post ceremony reinforced why this work matters and the lasting impact it can have.

I am grateful to SSPVA for the opportunity to take part in this experience and look forward to continuing to support this important work.

-Alistair Tubb

Stronger People



SSP awarded 2025 Women in MedTech Company Champion Award

The Stryker team was thrilled to take home the Company Champion Award at MTA A Women in MedTech Awards in 2025.

MTAA referred to our people as “setting the standard for diversity, equity and inclusion in the MedTech industry, backing bold commitments with measurable results.”

This award recognises the collective effort of our teams to make inclusion real through fair hiring, strong parental support and a focus on equity across every part of the business.

Two Stryker employees were nominated for individual awards on the night.

Michelle Redman, nominated for **Individual Champion**, has transformed inclusion in the field, launching a peer mentoring program for women in sales.

Niina Lagesen, nominated for **Emerging Women in Leadership**, continues to elevate women in engineering through the Stryker Engineers Network, and leadership in creating inclusive spaces for collaboration and growth.



Employee Resource Groups (ERGs)

Stryker Women’s Network (SWN)

International Day of the Girl

Across Sydney, Auckland, Adelaide and our Brisbane R&D Lab, the Stryker Women’s Network (SWN) and Stryker Engineers Network (SEN) welcomed families for a day of STEM learning, exploration and play. Children experienced hands-on demonstrations from teams across the business, gaining insight into the technologies and innovation that power healthcare.

More than a behind-the-scenes look at where their parents work, it was a celebration of learning, possibility and the next generation of thinkers and problem solvers.

Launch of Returnity: Supporting the parental leave journey

Returnity is designed to support employees and managers before, during and after parental leave through:

- Practical playbooks and checklists
- FAQs and resource hubs
- A dedicated SSP parent group for connection, support and shared experiences.

Returnity helps support all employees to feel prepared and valued as they navigate parenthood and career transitions.

Stronger People

Stryker Engineers Network (SEN)

SEN Solves 2025

As part of our commitment to strengthening our people and supporting innovation through collaboration, teams from across the Stryker South Pacific business took part in the 2025 SEN Solves challenge. The challenge focused on responding to the growing demand for robotic product specialists.

Through data-driven thinking, teams explored existing systems and drew on collective expertise from Data & Analytics, Field Service and Mako Product Specialists to identify sustainable, scalable approaches to resourcing and customer support. The initiative demonstrated how cross-functional collaboration can deliver practical solutions that enhance both customer experience and patient outcomes.

Proposed solutions centred on scalable, automated approaches, including points-based self-capture, app-enabled tools and enhanced reporting, with key insights progressed to Workforce Planning to help inform future resourcing solutions.



Supporting Stryker South Pacific communities Children in Need (CIN)

Supporting Starlight Children's Foundation

CIN members and leading fundraisers had the opportunity to visit the Starlight Express Room at Sydney Children's Hospital, experiencing first-hand how play, creativity and moments of joy can positively influence paediatric health outcomes. The visit brought to life the vital role Starlight plays in helping children feel more like kids during some of their most challenging moments.

While the annual Great Adventure Challenge was unable to proceed in 2025 due to weather, the commitment of Stryker teams did not waver. Together, our people supported Starlight to deliver more Starlight Wishes, provide access to Starlight Express Rooms, and connect more children and teenagers to Livewire programs that help reduce stress, fear and pain during hospital stays.

These efforts reflect the powerful impact our people can make when they come together to support children and families when it matters most.

Stronger People

Employee volunteering in 2025

Volunteering continued to be a core pillar of our Corporate Responsibility efforts this year, underpinned by a deliberate focus on enabling meaningful employee participation.

Our people contributed more than 1,000 volunteer hours through a mix of team based and individual initiatives. Increased use of employee volunteer days and stronger engagement with Stryker's Impact platform reflected a growing culture of giving, with more employees participating, more causes supported and volunteer rewards further amplifying community impact.

These outcomes represent more than activity or numbers - they reflect our employees' individual decisions to give back, support local communities and live our values.

Celebrating NAIDOC Week 2025

We celebrated NAIDOC Week across Stryker South Pacific with a conversation led by Corey Grech, a proud Gamilaraay and Wonnarua man, who shared his journey and passion for elevating native Australian ingredients. Drawing on memories of family, culture and connection to Country, Corey spoke about the significance of bush foods such as lemon myrtle and wattleseed, and how these flavours carry stories of heritage, community and place. Our teams also had the opportunity to experience native ingredients through tastings and shared moments of learning and reflection.



Honouring Matariki through art and aroha

In June, as part of Matariki (Māori New Year celebrations), the NZ Auckland office was fortunate to host Lissy and Rudi, the incredible creative duo behind the artwork for our Auckland Office. Organised by our Indigenous Committee, they brought warmth, colour and wairua (a living soul into the space).

Lissy and Rudi don't just create art; they weave aroha (love, whakapapa (genealogy), and mana (prestige into every fibre of what they do. Their presence reminded us of the deeper meaning of Matariki: reflection, renewal and community.

“ There was a real power in the room. Everyone was completely present, and everything outside just melted away. With it being the eve of Matariki, it felt especially meaningful. The way Lissy and Rudi spoke was so peaceful and inclusive, which felt really special in today's world. What awesome people – it truly warmed my heart. The artwork and activity were such a great choice!

—Bridget Ayris, Matariki celebrations attendee

Healthier planet

Creating a healthier planet requires action at every level of our organisation. In 2025, we continued to turn commitment into measurable progress, which took the form of hands-on environmental volunteering, strengthening governance and embedding sustainability into how we do business.

Stryker South Pacific also contributed to industry-wide sustainability progress through the Medical Technology Association of Australia Sustainability Forum. Stryker's Senior ESG Manager, Sema Whittle, serves as Chair, bringing medical technology companies together to build sector capability and collaboration on sustainability.

The forum focuses on advancing supply chain resilience, healthcare decarbonisation, circular economy initiatives, sustainable procurement and ESG capability building across the Australian medical technology sector. These initiatives reflect our belief that responsible growth and environmental stewardship go hand in hand.

Modern slavery

With operations and supply chains spanning the globe, Stryker is committed to conducting our business in a manner that respects the rights and dignity of all people.

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 2024 Modern Slavery Statement located at www.stryker.com.



Paddle Against Plastic – Waterway Cleanup events

In 2025, our teams participated in two Paddle Against Plastic waterway clean-ups on Sydney Harbour and Oxley Creek in Brisbane, organised by the Environmental Committee.

The events brought colleagues together for a morning of teamwork and environmental action, removing harmful plastics and debris from local waterways.

The Brisbane team alone collected 120kg of rubbish, demonstrating the power of collective effort in preserving natural ecosystems. These hands-on volunteering opportunities gave our teams a meaningful way to use their Volunteer Day while contributing directly to environmental health, a core pillar of our Giving and Volunteering strategy.

