

COVID-19 update

Travel restrictions

We have been closely tracking the impact of COVID-19 as it has continued to spread globally. The primary goal of Stryker's initial travel restriction guidance was to protect the safety and well-being of our employees, customers and communities. As the global pandemic has spread it has become clear that we must continue our strict travel restrictions throughout the 2020 calendar year to maintain the highest safety as well as institute strict financial discipline. **Therefore, we are now restricting travel through December 31, 2020. During this time, employee travel should only occur to support critical customer service or product supply activities.**

Employee travel guidance

- Business travel is permissible only to support critical customer interactions and product supply activities.
- Examples of critical activities include direct customer interactions for essential product support, case coverage, product service, or required regulatory body audits or visits.
- We are strongly encouraging customer interactions to happen virtually or by telephone whenever possible. Work with your local sales representative to request the solution that works best for you.
- Employees who are approved to travel for critical purposes must follow additional guidance around countries or regions where travel is banned.
- Employees must "self-quarantine" for 14 days if they have direct exposure to anyone confirmed to have COVID-19 or if they traveled internationally for **business or personal reasons**. The only exception to this is if an employee lives in one country and must travel to another country for work (e.g., lives in France and travels to Geneva).
- Due to transmission risks associated with the spread of coronavirus, and travel being an elevated risk, we strongly recommend employees do not travel for personal reasons while significant "shelter in place" orders are recognized across much of the world in order to slow the spread of COVID-19. If employees do travel for personal reasons and show any symptoms (e.g., fever, cough, shortness of breath) they must not go into the office, customer location, or have contact with other Stryker employees.

This is a changing and dynamic situation that we are monitoring very closely. We will continue to prioritize the safety of our employees, customers and communities when considering any travel protocols.

This guidance is intended to be temporary and may be expanded, extended or terminated by Stryker at any time.