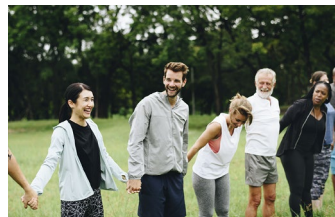


# 2021 ESG factsheet

## Corporate Responsibility objective

We will positively impact people and our planet through responsible, sustainable practices that create a better, healthier world.



### Stronger people

We are committed to serving our communities and creating a healthy, diverse, equitable 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

## Corporate governance at Stryker

### Board Governance and Nominating Committee

Oversees Corporate Responsibility matters

### CEO and senior leadership

Direct local management who are responsible for implementing the Board's risk management strategy

### Corporate Responsibility Steering Committee

Oversees ESG strategy, goals and reporting; provides feedback to the CEO and leadership team and is comprised of business leaders from around the globe

To view our 2021 Comprehensive Report, please visit our Corporate Responsibility Hub [here](#).



Advance a culture of **inclusion, engagement and belonging**



**Strengthen the diversity** of our workforce and measure progress



20% reduction in **carbon emissions** for all Stryker facilities 2019-2024



**Carbon neutral** for all Stryker facilities by 2030\*

\*Scopes 1 and 2



Increase supply chain **transparency and supplier diversity**



Governance and Nominating Committee oversight of **corporate responsibility**

# 2021 ESG factsheet

Stronger people



**Change**  
the World

**2021**

Our approach to patient and caregiver safety leads to **“Change the World” award** from Fortune magazine

**98.9%**  
people managers trained on DE&I



**\$1.8M** donated in six months through employee donations and through our company match program **1,660** nonprofits received donations

## Board diversity:

**50%** of our board identifies as racial/ethnically diverse, **40%** identifies as female



## Senior leadership diversity:

**38%** of our senior leadership team identifies as racially/ethnically diverse, and **25%** of our senior leadership team identifies as female

Healthier planet

**19.3%**

YoY Reduction in scope 1 & 2 emissions\*

**40+**

projects implemented in 2022 at 20+ sites will reduce carbon emissions by 7%

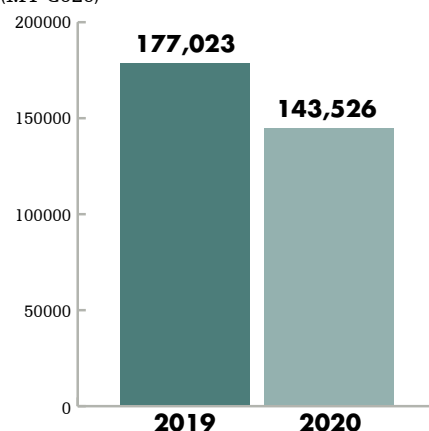
Renewable energy supplied over **19%** of our electricity use across Stryker in 2020



Over the past five years, **3,000** customers saved **\$1 billion** through reprocessing programs and **diverted 27 million pounds of waste** from landfills

## Scope 1 and 2 emissions

(MT CO2e)



\*Scope 2 is market-based

Good business



Increased transparency on quality management metrics through our Comprehensive Report and on our [Global Quality page](#)



By the end of 2027, Stryker will engage suppliers on ESG performance assessments with the goal of covering **85%** of our direct spend



Established Supplier Diversity Council comprised of senior leaders

## Reporting highlights

- **95%** alignment to Global Reporting Initiative (GRI), up from **32%** in 2020
- Sustainability Accounting Standards Board (SASB) content index
- Task Force for Climate-related Financial Disclosures (TCFD) alignment, as requested by BlackRock and other investors
- To view our content indices, please visit our Corporate Responsibility Hub [here](#)