

# A dozen reasons to love our company

## 1 We feel connected to caregivers and patients.

We love to share, read and hear about the patients whose quality of life has been restored by our products, and about surgeons who can better serve their patients because of what we do. These powerful stories inspire us.

**350,000+**

patients who have regained their movement and activity thanks to Stryker hip and knee replacements

## 2 We have a strength-based talent philosophy to ensure a great fit.



Trust Index Survey score on the question, "Management hires people who fit in well here." Bench mark of 85 out 100

## 3 We celebrate both team and individual successes.

Employees tell us repeatedly that our recognition programs and informal acknowledgements inspire them and build loyalty, commitment and attachment to Stryker.

**90<sup>th</sup>**  
percentile

compared to other companies on employee engagement survey question: "In the last seven days, I've received praise or recognition for good work"

## 4 We are proud of our work and our employees.

We allow our teams to win with talented individuals who move faster, act quicker, and are empowered to do more.

**40%**  
of our work force is women or minorities

## 6 We support philanthropic initiatives around the world and in our local communities as well as take care of the environment.

We give back all over the world, donating our time, our funds and the products we make to support humanitarian missions and help people in need.

**13.2M**

pounds of medical waste diverted from landfills in one year with our help

## 5 We value and support diversity and inclusion.

We understand that attracting and empowering a diverse team is critical for the success of our business, and we take steps to ensure that our workplace is inclusive.

**70%**

Board of Directors members that are women or minorities

## 7 We encourage fun, friendship and camaraderie.

Our employees know how to have fun. We enjoy spending time together and find many ways – both planned and spontaneous – to celebrate with each other.



trust Index Survey score on the question: "People celebrate special events around here"

## 8 We take care of each other like family.

We are like family, and our employees support and care for one another even without the company's involvement.

**\$5,000**

of financial aid (per adoption) provided to help an employee adopting a child

## 9 We strive for the best by cultivating a culture that allows us to win together as a team.

We focus on results rather than hours worked and allow employees the freedom and flexibility to balance their work and their lives.

**#10**

on Great Place to Work's "World's BEST workplaces"

## 10 We involve employees in the decision-making process and act on information and suggestions.

Employees brainstorm team goals together and see their ideas brought to life.

**97%**

employee participation in the annual employee engagement survey

## 11 We share the big picture.

We believe that all employees need to know how the business is performing. All of our leaders, from the CEO to line managers, share important information about our business and other news across the organization.

**89<sup>th</sup>**  
percentile

compared to other companies on employee engagement survey question: "The mission or purpose of my company makes me feel that my job is important"

## 12 We share the wealth and treat our employees fairly regardless of business conditions.

A majority of our employees hold equity in Stryker through a combination of long-term stock awards plans, 401(k) matching contributions in Stryker funds or participate in a discounted employee stock purchase plan.



We offer valuable and competitive reward programs to employees