

Different, unique and special

Stryker Culture

Let's talk about working at Stryker

This presentation will equip you with information about what it's like to work at Stryker.

What we'll cover

Our brand

How our mission, values and brand strategy connect to define our value

Our research

What people are telling us about Stryker as a place to work

Our story

Putting it all together

Why talk about our workplace?

A rewarding career at Stryker **taps your unique talents** and **inspires you** to do more, learn more and achieve more. That benefits you, our company and our customers.

We need talented people, like **you**, to deliver on our mission and achieve exceptional business results.

Our brand:

mission and values

Our mission and values define our purpose and how we behave. They set us apart from other companies. Our mission, values and the messages in this presentation work together to tell our workplace story.

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

Our brand:

brand personality

Our brand personality expresses our culture and differentiates us from our competitors. These personality traits inspire our communications so that people inside and outside the company better understand who we are and why we're special.

Responsive

When there's a will, there's a way. Our focus on our customers, combined with our specialized understanding of their world, enables us to find ways to deliver the best services and products possible.

Determined

We refuse to settle for anything less than the best for our customers. We stick with it because we know our work will make a difference in people's lives.

Energetic

We bring energy and enthusiasm to everything we do. We are motivated to help customers achieve our shared goal of making healthcare better.

Our research: **discovering our unique strengths**

We conducted extensive research with employees and candidates:

- Quantitative analysis of Q12, Trust Index and social media data
- Employee focus groups
- Stakeholder interviews
- Competitor benchmarking
- Surveys with employees and potential candidates

Our analysis revealed these four core themes:

People

Culture

**The
Work**

Growth

Our story

talking about our workplace

Our workplace is special. You feel it when you come to work every day. Candidates and other people feel it when they interact with us.

Each of us has a story about what connects us to Stryker. When sharing the story of your experience at Stryker, consider focusing on these four core themes.

People

Culture

**The
Work**

Growth

Our story:

people

- Passionately driven, remarkable results
- Passionate, focused and driven people who expect to win
- We act with purpose and integrity and do what we say
- We are passionately driven
- We deliver remarkable results
- We are passionate
- We are focused
- We expect to win
- We act with purpose
- We act with integrity
- We do what's right
- We are accountable
- We do what we say

People: a real-life testimonial

“I was working with one of our technicians, and it was 1:00 a.m. We were eating pizza and working on this project, and we were having the best time. It was late, and we were exhausted, but we were driven to complete this project. We were so focused on getting it done and delivering a remarkable product. We were passionate about getting it right and not cutting any corners. There was nowhere else we wanted to be at that time.”

Our story:

culture

- Win together as a team
- Constantly challenge ourselves and each other to achieve more
- Win the right way
- We win together
- We are a team
- We constantly challenge ourselves
- We challenge each other
- We want to achieve more
- We win the right way
- We care about each other
- We are like family

Culture: a real-life testimonial

“It's great to be part of a winning team. It really motivates me to know that we're winning and beating the competition. This group of people I work with every day feels like a family because we work hard together, challenge each other and make sacrifices when we need to. If I see that someone needs help, I'm always willing to help them. Everybody's busy, but nobody puts themselves above others—it's one team. If someone needs help, we do the right thing, drop what we're doing and help them out. We're all in it together.”

Our story: the work

- Customers and patients are at the heart of everything we do
- Strive for the best and do more to improve lives
- Stand proudly behind quality products
- Customers and patients are at the heart of everything we do
- We strive for the best
- We improve lives
- We go above and beyond
- We are proud of our quality products
- We are proud of our work

The work: a real-life testimonial

“It’s all about customers and patients—they are at the heart of what we do. We’re here to help people, and we have to do it the right way. We have to give them our best and nothing less, and we don’t launch a product until it’s ready. We’re accountable not just to each other, but also to the customers and patients we’re serving. These patients are not just a number—they are somebody’s mom, or brother, or sister, and we have a huge responsibility to them. Our products can help them walk and breathe and live again. We take our work really seriously.”

Our story: growth

- Own your career
- Grow with a growing company
- Discover your strengths and follow your passion
- You own your career
- Our company is growing, which means more opportunities for you to grow
- You can grow with us
- We help people discover their strengths
- You can discover and follow your passion here
- We are a career destination

Growth: a real-life testimonial

“Stryker gives you a lot of opportunity. Throughout my career, I've always had training opportunities and opportunities to learn and grow. I've learned about what I'm good at, I know what I'm passionate about, and I get to do it every day. Stryker pushes you to be better and do better. The company is growing, which means more opportunities for me. It's one of the reasons why I stay here. I don't want a defined career path. I own my career, and I can make it what I want it to be.”

Our story: **a simple example**

Stryker is a great place to work.

**I work for Stryker to
improve people's lives.**

Customers and patients are at the heart of everything we do. Our work transforms people's lives every day. We deliver quality products that make life better for everyone who counts on us.

**I work for Stryker to
own my career.**

We help every employee to discover their strengths, follow their passion, and grow with a growing company.

**I work for Stryker to
win with a winning team.**

We are driven, and we deliver results. We constantly challenge ourselves to achieve more. We win the right way and do what we say.

Our story: different, unique and special

- passionate people delivering remarkable results
 - owning their careers
 - making high quality products that improve people's lives
 - working as a team and challenging ourselves to do better and do more
- ... People like **you** set Stryker apart from everyone else!

People

Culture

**The
Work**

Growth