

# 2024 GRI index

Stryker Corporation has reported with reference to the GRI Standards for the period of January 1, 2024 to December 31, 2024.

| Disclosure                                | Description                                                                                                                                                                                               | 2024 location/response                                                                      |
|-------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------|
| <b>General</b>                            |                                                                                                                                                                                                           |                                                                                             |
| <b>GRI 2: General disclosures 2021</b>    |                                                                                                                                                                                                           |                                                                                             |
| <b>The organization and its reporting</b> |                                                                                                                                                                                                           |                                                                                             |
| 2-1                                       | Organizational details: Legal name and location of headquarters                                                                                                                                           | Stryker Corporation<br>Portage, Michigan                                                    |
| 2-2                                       | Entities included in the organization's sustainability reporting:<br>List all its entities discussed in sustainability reporting                                                                          | 2024 Form 10-K, pg. 1                                                                       |
| 2-3                                       | Reporting period, frequency and contact point:<br>Specify the reporting period for the organization's financial reporting, if it does not align with the period explain reason and add a point of contact | Annually<br>Year end: December 31, 2024<br>CR@stryker.com                                   |
| 2-4                                       | Restatements of information: Reason and effect of restatements, restatement of information when the organization has learned that the previously reported information needs to be revised                 | There are no restatements of information for the reporting period.                          |
| 2-5                                       | External assurance: Describe the organization's policy and practice for seeking external assurance, including whether and how the highest governance body and senior executives are involved              | Stryker obtained limited assurance for our Scope 1 and 2 GHG greenhouse gas (GHG) emissions |

| Disclosure                    | Description                                                                                                                                                                                                                                                                                            | 2024 location/response                                                                                                                                                                                            |
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| <b>Activities and workers</b> |                                                                                                                                                                                                                                                                                                        |                                                                                                                                                                                                                   |
| 2-6                           | Activities, value chain and other business relationships: Describe value chain                                                                                                                                                                                                                         | 2024 Form 10-K, pgs. 1-2                                                                                                                                                                                          |
| 2-7                           | Employees: Total number of employees, and a breakdown of this total by gender and by region                                                                                                                                                                                                            | 2024 Comprehensive Report > 2024 in review > 2024 fast facts<br>2024 Comprehensive Report > Stronger people > Diversity, equity and inclusion > Representation data                                               |
| <b>Governance</b>             |                                                                                                                                                                                                                                                                                                        |                                                                                                                                                                                                                   |
| 2-9                           | Governance structure and composition: Describe the governance structure, list the committees of the highest governance body that are responsible for decision-making on and overseeing the management of the organization's impacts on the economy, environment and people                             | 2024 Comprehensive Report > Good business > Corporate responsibility governance<br><u>2024 Proxy Statement</u> > Board committees, pgs. 17-19<br><u>2024 Proxy Statement</u> > Board leadership structure, pg. 19 |
| 2-10                          | Nomination and selection of the highest governance body: Describe the criteria used for nominating and selecting highest governance body members, views of stakeholders, diversity, independence and competencies relevant to the impacts of the organization                                          | <u>2024 Proxy Statement</u> > Board committees, pgs. 17-19                                                                                                                                                        |
| 2-11                          | Chair of the highest governance body: Report whether the chair of the highest governance body is also a senior executive in the organization, explain their function within the organization's management, the reasons for this arrangement, and how conflicts of interest are prevented and mitigated | 2024 Comprehensive Report > Good business > Governance<br><u>2024 Proxy Statement</u> > Board leadership structure, pg. 19<br><u>Code of Conduct</u>                                                              |

| Disclosure | Description                                                                                                                                                                                                                                                                                                             | 2024 location/response                                                                                                                                                                                                                                                                                     |
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| 2-12       | Role of the highest governance body in overseeing the management of impacts: Describe the role of the highest governance body and of senior executives in developing, approving and updating the organization's purpose, value or mission statements, strategies, policies and goals related to sustainable development | 2024 Comprehensive Report > Good business > Corporate responsibility governance<br><a href="#">2024 Proxy Statement</a> > Board's role in strategic planning and risk oversight, pg. 17<br><a href="#">2024 Proxy Statement</a> > Approach to environmental, social and governance related matters, pg. 20 |
| 2-13       | Delegation of responsibility for managing impacts: Describe how the highest governance body delegates responsibility for managing the organization's impacts on the economy, environment and people                                                                                                                     | 2024 Comprehensive Report > Good business > Corporate responsibility governance<br><a href="#">2024 Proxy Statement</a> > Board's role in strategic planning and risk oversight, pg. 17                                                                                                                    |
| 2-14       | Role of the highest governance body in sustainability reporting: Responsible for reviewing and approving the reported information, including the organization's material topics. Describe the process for reviewing and approving                                                                                       | 2024 Comprehensive Report > Good business > Governance<br><a href="#">2024 Proxy Statement</a> > Approach to environmental, social and governance related matters, pg. 20                                                                                                                                  |
| 2-15       | Conflicts of interest: Processes to ensure that conflicts of interest are prevented and mitigated                                                                                                                                                                                                                       | <a href="#">Code of Conduct</a><br><a href="#">2024 Proxy Statement</a> > Code of conduct, pg. 19                                                                                                                                                                                                          |
| 2-16       | Communication of critical concerns: How concerns are communicated to the highest governance body; report the total number and the nature of critical concerns during the reporting period                                                                                                                               | 2024 Comprehensive Report > Good business > Governance                                                                                                                                                                                                                                                     |
| 2-17       | Collective knowledge of the highest governance body: Measures taken to advance collective knowledge and skills for the highest governance body on sustainable development                                                                                                                                               | 2024 Comprehensive Report > Good business > Governance                                                                                                                                                                                                                                                     |

| Disclosure | Description                                                                                                                                                                                                                                                                  | 2024 location/response                                                                                                                                               |
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| 2-18       | Evaluation of the performance of the highest governance body: Overseeing the management of the organization's impacts on the economy, environment and people                                                                                                                 | 2024 Comprehensive Report > Good business > Corporate responsibility governance<br><u>2024 Proxy Statement</u> > Corporate governance > Board committees, pgs. 17–19 |
| 2-19       | Remuneration policies: Describe how the remuneration policies for members of the highest governance body and senior executives relate to their objectives and performance in relation to the management of the organization's impacts on the economy, environment and people | 2024 Comprehensive Report > Good business > Governance<br><u>2024 Proxy Statement</u> > Compensation discussion and analysis, pg. 21                                 |
| 2-20       | Process to determine remuneration: Process for designing its remuneration policies and for determining remuneration                                                                                                                                                          | <u>2024 Proxy Statement</u> > Compensation discussion and analysis, pg. 21                                                                                           |
| 2-21       | Annual total compensation ratio: Ratio of the annual total compensation for the organization's highest-paid individual to the median annual total compensation for all employees; ratio of the percentage increase                                                           | Stryker is currently unable to disclose this information.                                                                                                            |

| Disclosure                              | Description                                                                                                                                    | 2024 location/response                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
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| <b>Strategy, policies and practices</b> |                                                                                                                                                |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| 2-22                                    | Statement on sustainable development strategy: CEO Letter or message                                                                           | 2024 Comprehensive Report > 2024 in review > CEO message                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
| 2-23                                    | Policy commitments: List of all policy commitments for business conduct                                                                        | <a href="#">Code of Conduct</a><br><a href="#">Anti-Discrimination</a><br><a href="#">Sexual and Other Unlawful Harassment</a><br><a href="#">Drug Free Workplace/Prohibited Substances</a><br><a href="#">On-Label Product Promotion</a><br><a href="#">Trading in Securities by Company Personnel</a><br><a href="#">Global Information and Systems Security</a><br><a href="#">Stryker Compliance Program Quality</a><br><a href="#">Global Privacy and Data Protection</a><br><a href="#">Improper Payments</a><br><a href="#">Attendance at Surgery or Other Medical Procedures</a><br><a href="#">Ethics Hotline</a><br><a href="#">Human Rights Position</a> |
| 2-24                                    | Embedding policy commitments: How responsibility to the commitments is allocated or integrated across different levels within the organization | 2024 Comprehensive Report > Good business > Business ethics and integrity                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
| 2-25                                    | Processes to remediate negative impacts: Identify and address grievances                                                                       | 2024 Comprehensive Report > Good business > Business ethics and integrity<br><br><a href="#">Ethics Hotline</a>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| 2-26                                    | Mechanisms for seeking advice and raising concerns: Process in raising concerns about the organization's code of conduct                       | <a href="#">Ethics Hotline</a>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
| 2-27                                    | Compliance with laws and regulations: Report the total number of non-compliance instances with laws and regulations                            | 2024 Form 10-K > Legal proceedings, Note 7 contingencies and other commitments pgs. 36–37                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |

| Disclosure                                | Description                                                                              | 2024 location/response                                                                                                                                                                                                                                                                                                                                                                                                              |
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| 2-28                                      | Membership associations: List of membership associations                                 | <ul style="list-style-type: none"> <li>- AdvaMed</li> <li>- APACMed</li> <li>- Healthcare Leadership Council</li> <li>- MedTech Europe</li> <li>- Medical Device Manufacturers Association</li> <li>- ACCP</li> <li>- Healthcare Plastics Recycling Council (HPRC)</li> <li>- Additive Manufacturer Green Trade Association (AMGTA)</li> <li>- US EPA's SmartWay</li> <li>- Healthcare Industry Resilience Collaborative</li> </ul> |
| <b>Stakeholder Engagement</b>             |                                                                                          |                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| 2-29                                      | Approach to stakeholder engagement: Describe how to engage and identify stakeholders     | 2024 Comprehensive Report > 2024 in review > Committed to corporate responsibility<br><br><a href="#">Stryker's Corporate Responsibility reports and resources</a>                                                                                                                                                                                                                                                                  |
| <b>Material topics</b>                    |                                                                                          |                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| <b>GRI 3: Material topics 2021</b>        |                                                                                          |                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| 3-1                                       | Process to determine material topics: Process in how to determine material topics        | 2024 Comprehensive Report > 2024 in review > Committed to corporate responsibility                                                                                                                                                                                                                                                                                                                                                  |
| 3-2                                       | List of material topics: List of organization's material topics, i.e. Materiality Matrix | 2024 Comprehensive Report > 2024 in review > Committed to corporate responsibility                                                                                                                                                                                                                                                                                                                                                  |
| <b>GRI 200: Economic</b>                  |                                                                                          |                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| <b>GRI 203: Indirect economic impacts</b> |                                                                                          |                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| 3-3                                       | Management of material topic                                                             | 2024 Comprehensive Report > Stronger people<br>2024 Comprehensive Report > Better healthcare                                                                                                                                                                                                                                                                                                                                        |

| Disclosure                      | Description                                                                                                                                                                                     | 2024 location/response                                                    |
|---------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------|
| 203-1                           | Infrastructure investments and services supported: Describe which different communities or local economies are impacted by the organization's infrastructure investments and services supported | 2024 Comprehensive Report > Stronger people > Communities                 |
| 203-2                           | Significant indirect economic impacts: Examples of positive and negative impacts in communities                                                                                                 | 2024 Comprehensive Report > Better healthcare > Equity and education      |
| <b>GRI 205: Anti-corruption</b> |                                                                                                                                                                                                 |                                                                           |
| 3-3                             | Management of material topic                                                                                                                                                                    | 2024 Comprehensive Report > Good business > Business ethics and integrity |
| 205-1                           | Operations assessed for risks related to corruption: Measures the extent of the risk assessment's implementation across an organization                                                         | 2024 Comprehensive Report > Good business > Business ethics and integrity |
| 205-2                           | Communication and training about anti-corruption policies and procedures: Total number and percentage of anticorruption training                                                                | 2024 Comprehensive Report > Good business > Business ethics and integrity |
| 205-3                           | Confirmed incidents of corruption and actions taken: Total number and nature of confirmed incidents of corruption                                                                               | 2024 Form 10-K, pg. 10                                                    |
| <b>GRI 300: Environmental</b>   |                                                                                                                                                                                                 |                                                                           |
| <b>GRI 301: Materials</b>       |                                                                                                                                                                                                 |                                                                           |
| 3-3                             | Management of material topic                                                                                                                                                                    | 2024 Comprehensive Report > Healthier planet > Design for sustainability  |
| 301-2                           | Recycled input materials used: Percentage of recycled input materials used for products and services                                                                                            | 2024 Comprehensive Report > Healthier planet > Design for sustainability  |
| 301-3                           | Reclaimed products and their packaging materials: Percentage of reclaimed products and their packaging materials                                                                                | 2024 Comprehensive Report > Healthier planet > Design for sustainability  |

| Disclosure                          | Description                                                                                                                                                        | 2024 location/response                                                         |
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| <b>GRI 302: Energy</b>              |                                                                                                                                                                    |                                                                                |
| 3-3                                 | Management of material topic                                                                                                                                       | 2024 Comprehensive Report > Healthier planet > Operational carbon emissions    |
| 302-1                               | Energy consumption within the organization:<br>Total fuel consumption within the organization from non-renewable and renewable sources                             | 2024 CDP corporate questionnaire, section 7.30                                 |
| 302-4                               | Reduction of energy consumption: Reductions in energy consumption achieved as a direct result of conservation and efficiency initiatives                           | 2024 Comprehensive Report > Healthier planet > Operational carbon emissions    |
| 302-5                               | Reductions in energy requirements of products and services: Example, the energy requirements of a car or a computer                                                | 2024 Comprehensive Report > Healthier planet > Design for sustainability       |
| <b>GRI 303: Water and effluents</b> |                                                                                                                                                                    |                                                                                |
| 3-3                                 | Management of material topic                                                                                                                                       | <u>Stryker Website &gt; Climate and the environment &gt; Water stewardship</u> |
| 303-1                               | Interactions with water as a shared resource:<br>Interactions with water, how and where water is withdrawn, consumed and discharged, and the water-related impacts | <u>Stryker Website &gt; Climate and the environment &gt; Water stewardship</u> |

| Disclosure                | Description                                                                                                                                                                                  | 2024 location/response                                                                                                                                                                       |
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| <b>GRI 305: Emissions</b> |                                                                                                                                                                                              |                                                                                                                                                                                              |
| 3-3                       | Management of material topic                                                                                                                                                                 | 2024 Comprehensive Report > Healthier planet > Operational carbon emissions                                                                                                                  |
| 305-1                     | Direct (Scope 1) GHG emissions                                                                                                                                                               | 2024 Comprehensive Report > Appendix > 2023 environmental performance                                                                                                                        |
| 305-2                     | Energy indirect (Scope 2) GHG emissions                                                                                                                                                      | 2024 Comprehensive Report > Appendix > 2023 environmental performance                                                                                                                        |
| 305-3                     | Other indirect (Scope 3) GHG emissions                                                                                                                                                       | 2024 Comprehensive Report > Appendix > 2023 environmental performance                                                                                                                        |
| 305-4                     | GHG emissions intensity: Types of GHG emissions included in the intensity ratio; whether direct (Scope 1), energy indirect (Scope 2) and/or other indirect (Scope 3)                         | 2024 Comprehensive Report > Appendix > 2023 environmental performance                                                                                                                        |
| 305-5                     | Reduction of GHG emissions: Scopes in which reductions took place; whether direct (Scope 1), energy indirect (Scope 2) and/or other indirect (Scope 3)                                       | 2023 CDP Climate Change Response, C4<br>2024 Comprehensive Report > Healthier planet > Operational carbon emissions<br>2024 Comprehensive Report > Appendix > 2023 environmental performance |
| <b>GRI 306: Waste</b>     |                                                                                                                                                                                              |                                                                                                                                                                                              |
| 3-3                       | Management of material topic                                                                                                                                                                 | 2024 Comprehensive Report > Healthier planet > Design for sustainability > Minimizing disposal<br>2024 Comprehensive Report > Healthier planet > Operational waste reduction                 |
| 306-2                     | Management of significant waste-related impacts: Circularity measures, taken to prevent waste generation in the organization's own activities and upstream and downstream in its value chain | 2024 Comprehensive Report > Healthier planet > Design for sustainability > Minimizing disposal<br>2024 Comprehensive Report > Healthier planet > Operational waste reduction                 |

| Disclosure                                        | Description                                                                                                                                                                                                                                                                            | 2024 location/response                                                                                         |
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| <b>GRI 308: Supplier environmental assessment</b> |                                                                                                                                                                                                                                                                                        |                                                                                                                |
| 3-3                                               | Management of material topic                                                                                                                                                                                                                                                           | 2024 Comprehensive Report > Good business > Supply chain management                                            |
| 308-1                                             | New suppliers that were screened using environmental criteria: Percentage of suppliers selected or contracted subject to due diligence processes for environmental impacts                                                                                                             | 2024 Comprehensive Report > Good business > Supply chain management<br><u>Stryker supplier code of conduct</u> |
| <b>GRI 400: Social</b>                            |                                                                                                                                                                                                                                                                                        |                                                                                                                |
| <b>GRI 403: Occupational health and safety</b>    |                                                                                                                                                                                                                                                                                        |                                                                                                                |
| 3-3                                               | Management of material topic                                                                                                                                                                                                                                                           | 2024 Comprehensive Report > Stronger people > Environment, health and safety                                   |
| 403-1                                             | Occupational health and safety management system: A description of the scope of workers, activities and workplaces covered by the occupational health and safety management system and an explanation of whether and, if so, why any workers, activities or workplaces are not covered | 2024 Comprehensive Report > Stronger people > Environment, health and safety                                   |
| 403-2                                             | Hazard identification, risk assessment and incident investigation: A description of the processes for workers to report work-related hazards and hazardous situations, and an explanation of how workers are protected against reprisals                                               | 2024 Comprehensive Report > Stronger people > Environment, health and safety                                   |
| 403-3                                             | Occupational health services: A description of the occupational health services functions that contribute to the identification and elimination of hazards and minimization of risks                                                                                                   | 2024 Comprehensive Report > Stronger people > Environment, health and safety                                   |

| Disclosure | Description                                                                                                                                                                                                                                                                                                          | 2024 location/response                                                       |
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| 403-4      | Worker participation, consultation and communication on occupational health and safety: Participation in the occupational health and safety management system                                                                                                                                                        | 2024 Comprehensive Report > Stronger people > Environment, health and safety |
| 403-5      | Worker training on occupational health and safety: Occupational health and safety training provided to workers                                                                                                                                                                                                       | 2024 Comprehensive Report > Stronger people > Environment, health and safety |
| 403-6      | Promotion of worker health: How the organization maintains the confidentiality of workers' personal health-related information                                                                                                                                                                                       | 2024 Comprehensive Report > Stronger people > Environment, health and safety |
| 403-7      | Prevention and mitigation of occupational health and safety impacts directly linked by business relationships: A description of the organization's approach to preventing or mitigating significant negative occupational health and safety impacts that are directly linked to its operations, products or services | 2024 Comprehensive Report > Stronger people > Environment, health and safety |
| 403-8      | Workers covered by an occupational health and safety management system: The number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization; who are covered by such a system                                                             | 2024 Comprehensive Report > Stronger people > Environment, health and safety |
| 403-9      | Work-related injuries                                                                                                                                                                                                                                                                                                | 2024 Comprehensive Report > Stronger people > Environment, health and safety |

| Disclosure                                      | Description                                                                                                                                                                                                   | 2024 location/response                                                        |
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| <b>GRI 404: Training and education</b>          |                                                                                                                                                                                                               |                                                                               |
| 3-3                                             | Management of material topic                                                                                                                                                                                  | 2024 Comprehensive Report > Stronger people > Career development              |
| 404-2                                           | Programs for upgrading employee skills and transition assistance programs: Programs implemented and assistance provided to upgrade employee skills                                                            | 2024 Comprehensive Report > Stronger people > Career development              |
| <b>GRI 405: Diversity and equal opportunity</b> |                                                                                                                                                                                                               |                                                                               |
| 3-3                                             | Management of material topic                                                                                                                                                                                  | 2024 Comprehensive Report > Stronger people > Diversity, equity and inclusion |
| 405-1                                           | Diversity of governance bodies and employees: Percentage of individuals within the organization, gender, age group and other indicators of diversity                                                          | 2024 Comprehensive Report > Stronger people > Diversity, equity and inclusion |
| <b>GRI 406: Non-discrimination</b>              |                                                                                                                                                                                                               |                                                                               |
| 3-3                                             | Management of material topic                                                                                                                                                                                  | 2024 Comprehensive Report > Good business > Human rights                      |
| 406-1                                           | Incidents of discrimination and corrective actions taken: Total number of incidents of non-compliance can include management system audits, formal monitoring programs or grievance mechanisms                | Stryker is currently unable to disclose this information.                     |
| <b>GRI 413: Local communities</b>               |                                                                                                                                                                                                               |                                                                               |
| 3-3                                             | Management of material topic                                                                                                                                                                                  | 2024 Comprehensive Report > Stronger people > Communities                     |
| 413-1                                           | Operations with local community engagement, impact assessments and development programs: Percentage of operations with implemented local community engagement, impact assessments and/or development programs | 2024 Comprehensive Report > Stronger people > Communities                     |

| Disclosure                                 | Description                                                                                                                                                                                  | 2024 location/response                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
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| <b>GRI 414: Supplier social assessment</b> |                                                                                                                                                                                              |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
| 3-3                                        | Management of material topic                                                                                                                                                                 | 2024 Comprehensive Report > Good business > Supply chain management                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
| 414-2                                      | Negative social impacts in the supply chain and actions taken: Organization's awareness of significant actual and potential negative social impacts in the supply chain                      | 2024 Comprehensive Report > Good business > Supply chain management                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
| <b>GRI 416: Customer health and safety</b> |                                                                                                                                                                                              |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
| 3-3                                        | Management of material topic                                                                                                                                                                 | 2024 Comprehensive Report > Better healthcare > Product quality and safety                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
| 416-1                                      | Assessment of the health and safety impacts of product and service categories: Efforts to address health and safety across the life cycle of a product or service                            | 2024 Comprehensive Report > Better healthcare > Product quality and safety                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
| <b>GRI 417: Marketing and labeling</b>     |                                                                                                                                                                                              |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
| 3-3                                        | Management of material topic                                                                                                                                                                 | 2024 Comprehensive Report > Good business > Governance > Risk assessment                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| 417-1                                      | Requirements for product and service information and labeling: Accessible and adequate information about the positive and negative environmental and social impacts of products and services | 2024 Comprehensive Report > Good business > Business ethics and integrity > Focusing on priority risks and business growth                                                                                                                                                                                                                                                                                                                                                                                                               |
| <b>GRI 418: Customer privacy</b>           |                                                                                                                                                                                              |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
| 3-3                                        | Management of material topic                                                                                                                                                                 | 2024 Comprehensive Report > Good business > Information security and data privacy                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
| 418-1                                      | Substantiated complaints concerning breaches of customer privacy and losses of customer data: Total number of substantiated complaints received concerning breaches of customer privacy      | We, our customers and third-party hosting services have experienced, and expect to continue to experience, security breaches of, unauthorized access to, and disruptions of, products or systems. While such breaches, unauthorized access and disruptions have not had a material effect on us to date, we cannot guarantee that any future breach or unauthorized access will not be material, and any breach or unauthorized access could impact the use of such products and systems and the security of information stored therein. |