

# Zimmer Biomet Policy on the Care and Use of Animals in Research and Development

## *Guiding Principles*

Zimmer Biomet is dedicated to the ethical and responsible treatment of all animals used in the development of its products. Decisions regarding animal care, use and welfare are made by balancing scientific knowledge and regulatory requirements with consideration of ethical values.

The Company uses advanced technologies such as computer modeling and simulation that help replace the use of animals in research and testing. In addition, when Zimmer Biomet's work involves animals, the Company abides by the following principles:

- **Replace** the use of animals whenever scientifically valid and appropriate alternatives are available;
- **Reduce** the number of animals used to the smallest, reasonable number necessary to obtain valid scientific data; and
- **Refine** procedures to minimize distress or discomfort to animals.

This Policy applies to all affiliates and subsidiaries of Zimmer Biomet Holdings, Inc.

## *Use of Animals in Research*

The U.S. Food and Drug Administration (FDA) and other regulatory authorities worldwide require Zimmer Biomet to demonstrate that its products meet certain safety and efficacy standards. Often, legal requirements mandate that animal research be conducted. As a result, Zimmer Biomet directs third parties to conduct research in animals when necessary to meet these requirements or to help the Company better understand how its products can be used to treat humans in a safe and effective manner.

Zimmer Biomet is committed to the humane and respectful treatment of animals. Research directed by or conducted for Zimmer Biomet will meet or exceed relevant local, national and international laws and regulations applicable to the care and use of animals in research. Zimmer Biomet intends that all facilities at which it directs or conducts animal research be accredited by the Association for Assessment and Accreditation of Laboratory Animal Care International (AAALAC), a private, nonprofit organization that promotes the humane treatment of animals in science through voluntary accreditation and assessment programs, or a comparable authority.

## *Training and Oversight*

Zimmer Biomet employees involved with work on animals must be trained on the laws and regulations applicable to animal treatment. The Company will apply appropriate controls to ensure that this policy is followed and will take appropriate remedial action if it is determined the policy has been violated.