

2024

SUSTAINABILITY
REPORT



TABLE OF CONTENTS

ESG Highlights	4	SOCIAL - Our Team Members		SOCIAL - Our Patients and Products	
		Talent Acquisition	14	Product Quality	21
COMPANY PROFILE		Internships and Early Career Programs	14	Supplier Code of Conduct	22
Corporate Overview	5	Talent Development	14	Supplier Social Responsibility Audits	22
Mission and Guiding Principles	5	Recognition	15	Supplier Diligence	23
A Message From Our CEO	6	Culture Promises	16	Supplier Quality Audits	23
Our Approach to ESG	7	Global Leadership Competencies	16	Management of Risks Associated with Use of Critical Materials	23
Company Awards	8	Performance Connections	17	Animal Testing Policy	23
		Team Member Engagement	17	Clinical Trial Program	23
		Team Member Inclusion	18	Clinical Trial Transparency	24
ENVIRONMENTAL		Health, Safety & Wellness	19	Health Equity and Access to Healthcare	24
Environmental, Health, Safety and Sustainability	10	Flexibility	19	Corporate Grants, Donations and Funding	25
EHSS Management System	10	Total Rewards	19	Product Donations/Medical Missions	25
Environmental Targets	11	Pay Equity	20	Zimmer Biomet Foundation	26
		Collective Bargaining	20	Patient Privacy and Data Security	28
		Discrimination Policy	20	Cybersecurity	29

TABLE OF CONTENTS

GOVERNANCE

Corporate Governance	31
Ethical Business Conduct	33
Consistent Global Approach to Policy Management	34
Continuous Improvement of the Compliance Program	34
Countering Corruption	35
Speak Up: Zimmer Biomet’s Whistleblower Program	35
Ethical Marketing	36
Compliance with Industry Codes	37
Zimmer Biomet’s Statement of Engagement on Public Policy Issues	38
Specific Policies of Interest	38
How Zimmer Biomet Engages in Public Policy	38
Industry Groups and Trade Associations	38
Political Contributions	39

APPENDIX

Report of Independent Accountants Letter	41
Zimmer Biomet Management Assertion	42
Sustainability Accounting Standards Board Index	47
Safe Harbor Statement	49

2024 ESG Highlights

OUR MISSION

Alleviate pain and improve the quality of life for people around the world.

OUR ESG COMMITMENT

Advance Zimmer Biomet’s environmental, social and governance (ESG) initiatives to drive long-term value for our stakeholders through Three Key Strategic Priorities: People & Culture, Operational Excellence and Innovation & Diversification.



Environment

Expanded Zero Waste to Landfill (ZWTL) initiative

77%

of solid waste diverted from landfills

65%

of solid waste recycled at 21 ZWTL-certified sites

58%

of our in-scope global network is internally certified

Established a formal commitment with Science Based Targets initiative (SBTi) to reach Net-Zero greenhouse gas (GHG) emissions by 2050

OUR SBTI CLIMATE GOALS

55% reduction in absolute operational (Scope 1 and 2 market based) GHG emissions by 2030 from a 2017 baseline

15% reduction in absolute Scope 3 GHG emissions from purchased goods and services by 2030 from a 2019 baseline

2024 PROGRESS

- Reduced our 2024 Scope 1 and 2 (market-based) GHG emissions by more than 7% from our 2023 levels
- Worked with suppliers to increase transparency and improve environmental performance

Governance

100%

of Team Members and Zimmer Biomet’s Board of Directors successfully completed the Code of Business Conduct and Ethics training

COMMITMENT

to world-class Quality, Compliance and Data Privacy

Managerial and Board oversight of quality with internal and external audits

Social

Executed on our commitment to give back across more than 40 medical missions helping underserved patients around the world, over \$1M in charitable giving and over 8,900 hours in community volunteering by our global team members.



8900+

community volunteer hours logged by ZB team members



\$1M+

given by ZB team members to charitable nonprofit organizations



40+

medical missions to help underprivileged patients globally

Eight employee resource groups (ERGs) open to all team members, with more than 15% of team members participating and continuous membership growth

Furthered our commitment to integrating health equity into our business strategy

- Signed the Zero Health Gaps pledge and partnered with RevealAI to develop AI solutions for better orthopedic care and health equity
- Enhanced efforts to integrate value-based care principles holistically into both upstream and downstream operations in 2024

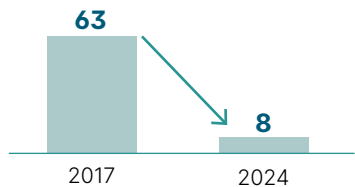
Strong quality focus

ZERO pending FDA Warning Letters

displaying our substantial progress on quality system enhancements and remediation

as of December 2024

Class 1-2 Recalls



COMPANY OVERVIEW

96+

YEAR LEGACY OF INNOVATION AND SUCCESS

~17,000

TEAM MEMBERS WORLDWIDE

~\$7.6B

FY 2024 NET SALES

100+

COUNTRIES WHERE ZIMMER BIOMET
SOLUTIONS ARE USED

Zimmer Biomet is a global medical technology leader with a comprehensive portfolio designed to maximize mobility and improve health. We seamlessly transform the patient experience through our innovative products and suite of integrated digital and robotic technologies that leverage data, analytics and artificial intelligence.

With more than 96 years of trusted leadership and proven expertise, Zimmer Biomet is positioned to deliver the highest quality solutions to patients and providers. Our legacy continues to come to life today through our progressive culture of evolution and innovation.

For more information about our product portfolio, our operations in more than 25 countries and sales in more than 100 countries visit www.zimmerbiomet.com or follow Zimmer Biomet on [X/Twitter](#) and [LinkedIn](#).

OUR MISSION

Alleviate pain and improve the quality of life for people around the world.

GUIDING PRINCIPLES

- Respect and show gratitude for the contributions and diverse perspectives of others
- Commit to the highest standards of patient safety, quality and integrity
- Focus our resources in areas where we will make a difference
- Ensure our return is equivalent to the value we provide our customers and patients
- Give back to our communities and people in need

ABOUT THIS REPORT

This report highlights our commitment to sustainability, and it provides an overview of our governance, policies, programs and performance around Environmental, Social, and Governance (ESG) matters important to Zimmer Biomet Holdings, Inc. (“Zimmer Biomet,” “we,” “us,” “our,” “the Company”) and its global subsidiaries. Unless otherwise stated, this report covers Zimmer Biomet’s performance in fiscal year 2024, ending December 31, 2024. We report using the following standards: Sustainability Accounting Standards Board (SASB) and International Sustainability Standards Board (ISSB). Zimmer Biomet has shifted its focus from the Task Force on Climate-related Financial Disclosure (TCFD) framework to the ISSB and its reporting standards, IFRS S1 and IFRS S2.

A MESSAGE FROM OUR CEO

At Zimmer Biomet, our Mission to alleviate pain and improve the quality of life for people around the world drives our commitments to environmental stewardship, social impact and strong governance. In 2024, we continued to take bold steps to accelerate our progress, delivering on key goals to drive meaningful change for people, our communities and the planet.

Our three strategic priorities—**People & Culture, Operational Excellence, and Innovation & Diversification**—continue to guide our dynamic approach to transforming challenges into opportunities and solutions where it matters most.

Key highlights:

- **We continued to advance our health equity initiatives.** Building on our belief that access to care should be equitable, we signed the Zero Health Gaps pledge and partnered with RevelAI to develop AI solutions for better orthopedic care and health equity. Our Community Centered Care (C3) framework, established in 2023, made strides to integrate value-based care principles holistically into both upstream and downstream operations in 2024.
- **We maintained our commitment to patient safety, quality, and regulatory compliance.** With zero FDA enforcement actions, zero new or pending FDA Warning Letters globally, and zero major findings in 100% of Notified Body audits, 2024 was a year of continued excellence in maintaining and building upon our Trusted Partner status. Our product recall rate remained in single digits for the fourth consecutive year with eight recalls in 2024, down from 63 in 2017—an 87.3% improvement.
- **We expanded our Zero Waste to Landfill initiative, as 58% of our in-scope global network sites are Zero Waste to Landfill (ZWTL) certified.** Our global initiative to eliminate waste sent directly to landfill expanded to 21 sites, with the addition of three more sites in 2024. This represents 58% certification of nearly 60% of our in-scope network.

- **We advanced our commitment to reach Net-Zero greenhouse gas emissions by 2050.** Through our formal commitment with Science Based Targets initiative (SBTi), we reduced our Scope 1 & 2 CO₂e emissions by an additional 7% in 2024.
- **We continued executing on our commitment to give back to our communities and people in need.** In 2024, our philanthropic efforts included more than 40 medical missions helping underserved patients around the world, over \$1 million in charitable giving and nearly 9,000 hours in community volunteering by our global team members.

In addition to these achievements, our reputation as a Trusted Partner was recognized in early 2025 by Ethisphere as one of the 2025 World’s Most Ethical Companies®, a testament to our progress in 2024 and the culture of ethics and integrity we continue to exemplify across all aspects of our business globally.

Accountability is essential to our success.

Helping alleviate pain for millions of people worldwide is just one aspect of our Mission. Our commitment extends beyond medical care and includes the work we do to advance health equity and support thriving communities. As a responsible corporate citizen, Zimmer Biomet is a dedicated partner, neighbor and leader in the communities where we live and work.

We built our 98-year legacy not only on what we make — or what we make possible — but what we give back.

Sincerely,

Ivan Tornos
President and Chief Executive Officer
Zimmer Biomet



Zimmer Biomet is committed to being a good corporate citizen. Our global team is dedicated to sustainable practices across the entire ESG spectrum.

OUR APPROACH TO ESG

We take a comprehensive and proactive approach to ESG. Our Board of Directors (“Board”), through the Corporate Governance Committee, oversees risks and programs relating to ESG matters, including current and emerging issues for the Company. Our Board’s Corporate Governance Committee receives quarterly reports from Zimmer Biomet’s leadership team.

Additionally, in conjunction with the full Board, the Compensation and Management Development Committee oversees risks relating to human capital management. The Quality, Regulatory and Technology Committee oversees risks relating to our compliance with laws and regulations enforced by the U.S. Food and Drug Administration (“FDA”) and comparable foreign government regulators, including product quality and safety. The Board, on its own and through its committees, receives detailed regular reports from members of our executive leadership team and other personnel that include discussions of the risks and exposures involved with their respective areas of responsibility.

The ESG leadership team, along with the ESG Working Group, meets monthly to discuss Zimmer Biomet’s ESG initiatives and to identify ways to enhance our ESG program. The ESG Working Group is a global, cross-functional team representing the Zimmer Biomet functions critical to executing on our ESG goals.

We proactively engage with ratings agencies and shareholders to inform our ESG processes and provide the appropriate level of transparency while using third-party auditing and benchmarking to pinpoint areas for continuous improvement.



A low-angle photograph looking up at the canopy of tall trees with vibrant green leaves against a clear blue sky. The perspective creates a sense of height and scale. A semi-transparent green horizontal banner is positioned across the middle of the image, containing the word 'ENVIRONMENTAL' in a bold, black, sans-serif font. The banner is wider than the text, extending to the left and right edges of the frame.

ENVIRONMENTAL

Environmental, Health, Safety, and Sustainability

Consistent with Zimmer Biomet’s Mission and [Code of Business Conduct and Ethics](#), we are committed to conducting business in a safe and environmentally sustainable way that promotes the health of our team members, customers, community and the environment.

The purpose of our Environmental, Health, Safety and Sustainability Policy is to uphold the principles of the EHSS programs while also implementing and sustaining global best practices. This policy applies to our locations worldwide providing uniform guidance for Zimmer Biomet EHSS teams to manage and monitor risk within our global manufacturing and distribution processes.

EHSS Management System

Our Environmental, Health, Safety and Sustainability Policy is supported and executed by a robust EHSS Management System that delivers six main outcomes:

Compliance

We strive to comply with—and often exceed—the requirements of all applicable EHSS laws, regulations, Company EHSS standards and other requirements to which we subscribe related to EHSS subject matter and risks. We conduct frequent, targeted, internal and external audits and implement best practices to maintain compliance.

Continuous Improvement

Zimmer Biomet establishes EHSS goals, objectives and targets across our global business and continually strives to improve our performance and to publicly report on our progress against key enterprise goals. Our EHSS standards establish controls and promote a positive EHSS culture.

Business Integration

We integrate EHSS principles into business decisions to proactively improve the health and safety of our team members and communities, while also promoting environmentally sustainable practices. Specifically, we require that an EHSS evaluation be integrated into product design, manufacturing and distribution processes and services. This evaluation identifies EHSS risks for mitigation and promotes pollution prevention while improving performance throughout our operations, packaging and product lifecycles. Also, as part of our due diligence process, we evaluate potential EHSS risks tied to acquisition targets.

Environment & Climate Change

To address climate change, we seek to work wherever feasible to minimize waste and emissions, reuse and recycle materials, promote renewable energy use, reduce greenhouse gas emissions and conserve energy and water.

Health & Safety

Zimmer Biomet EHSS establishes health and safety standards intended to promote a safe and healthy workplace.

Communication & Education

Zimmer Biomet EHSS communicates its Environmental Health and Safety Policy internally and externally to team members, customers, shareholders, suppliers, community and other stakeholders.



Zero Waste to Landfill

Zimmer Biomet continues to position Zero Waste to Landfill (ZWTL) as a key program that establishes excellence in waste management. In 2024, we had 21 sites internally certified in ZWTL, an increase of 3 sites since 2023. ZWTL sites now represent 58% of the in-scope global network.

The goal of the ZWTL program is to have no waste sent directly to landfill for disposal. Waste that cannot be eliminated at the source must be recycled or sent for incineration as Waste to Energy (WtE). A location, building or department can achieve ZWTL status by ensuring that at least 85% of the total waste produced is recycled using the criteria above.



Community Collaboration

Since 2011, Zimmer Biomet has been a corporate sponsor of U.S.-based ACRES Land Trust (ACRES), Indiana’s oldest and largest membership based non-profit land conservation organization. ACRES protects more than 7,200 acres of forests, wetlands, grasslands and unique geological features in more than 115 nature preserves, many of which are open to the public.

Environmental Targets

In 2020, Zimmer Biomet publicly committed to setting science-based targets, which in 2021 were approved by the [Science Based Targets initiative \(SBTi\)](#).

We have committed to reduce our absolute Scope 1 and 2 greenhouse gas (GHG) emissions 55% by 2030 from a 2017 baseline. We have also committed to reduce absolute Scope

3 GHG emissions from purchased goods and services 15% by 2030 from a 2019 baseline. Approximately 99% of suppliers in our supply chain provided GHG emissions data in response to our request in 2024, furthering our efforts to reduce our carbon footprint and improve environmental performance through engagement with our suppliers.

In September 2023, Zimmer Biomet made a formal commitment with SBTi to reach Net-Zero GHG emissions by 2050.

Zimmer Biomet continues to leverage its 2021 Virtual Power Purchase Agreement (VPPA) with the Prospero II solar farm. In 2024, Prospero II produced more than 163,000MWh of clean electricity, equating to more than 72,000 metric tons (MT) of offset CO₂e emissions.

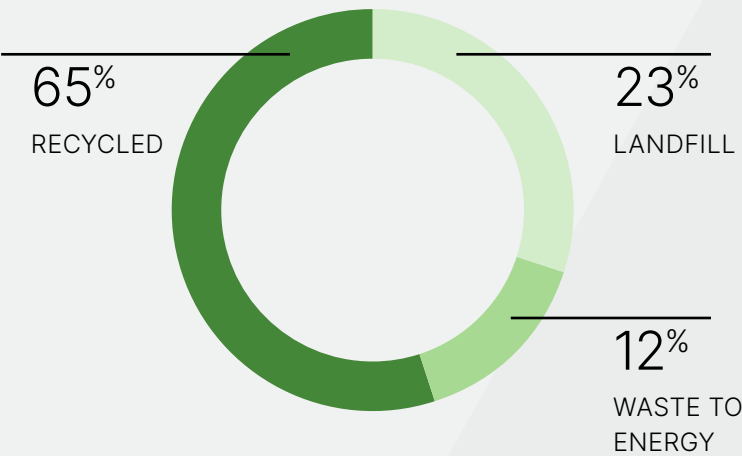
We continue to pursue renewable energy opportunities globally and have outfitted all of our major manufacturing and distribution sites with LED lighting, advancing our commitment to becoming a recognized leader within the environmental space.

In 2024, our Ireland manufacturing sites generated nearly 1,800 MWh of electricity from onsite solar panels. Additionally, sites in Warsaw, Indiana engaged in year two of a native plantings project that returned more than 25 acres of maintained grass into a natural habitat of indigenous plants. Those efforts allowed us to avoid and absorb more than 42 metric tons of CO₂e.

Zimmer Biomet also installed an electric vehicle charging station at our Warsaw, Indiana location to encourage the use of electric vehicles by our team members and help reduce the emissions generated by gasoline or diesel-powered vehicles.

We participate in the Carbon Disclosure Project (CDP), and are awaiting our 2024 ratings for Climate Change as well as our Supplier Engagement Rating (SER). The Supplier Engagement Rating (SER) assesses performance on governance, targets, Scope 3 emissions and value chain engagement in the CDP Climate Change questionnaire. Engagement by our supply chain is a key part of our environmental leadership strategy.

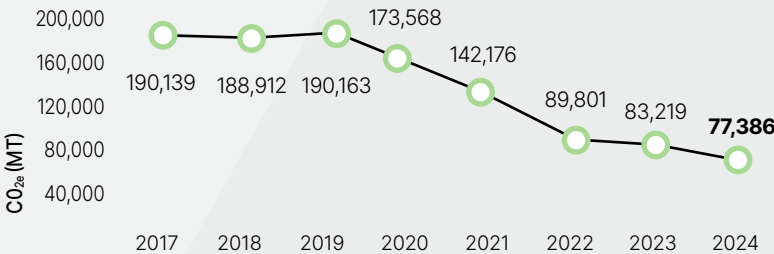
Zimmer Biomet - Waste Disposal 2024



Source: Zimmer Biomet internal invoice data and third-party sources.

CO₂e Emissions MT

Scope 1 & 2 (Market-based MT)



See Management Assertion on page 42 for more information.



SOCIAL

OUR TEAM MEMBERS

One of Zimmer Biomet’s Strategic Priorities is People & Culture, focused on attracting and retaining the right talent in the right jobs within the right culture to achieve our vision to be the boldest MedTech company in the world. Our team member engagement framework is focused on four tenets:

- **Shared Purpose** is being inspired by what we do every day. It means feeling invested in contributing to something greater than one’s self—for a higher purpose. Shared purpose shows up in how each team member connects with the Mission, as well as in our how we strive to be a good corporate citizen.
- **Deeper Connections** focuses on belonging. We empower every voice and team members can share perspectives that others listen to and respect, even if they disagree. It is a belief that we each uniquely

contribute to the organization to make a difference, and it comes to life in our commitment to building an inclusive culture and meaningful connections between team members and their direct and extended teams, globally and cross-functionally.

- **Holistic Well-Being** is a sense of feeling cared for as a whole person, which extends to caring for and supporting our team members, families and communities. We think about Holistic Well-Being in four key categories: Mental Health, Physical Health, Financial Health and Social Health
- **Professional and Personal Growth** means, “I feel valued.” We are committed to supporting team members’ professional and personal growth with a focus on achieving career goals and celebrating their journey through recognition. Ensuring our team members feel valued is critical to becoming a destination workplace.

PEOPLE & CULTURE

BE A DESTINATION WORKPLACE





Talent Acquisition

Core to our Strategic Priority – People and Culture – is ensuring that we have the right people in the right roles. Our global Talent Acquisition approach and flexible workplace practice broadens our reach to more talent pools. Our talent team partners with our employee resource groups (ERGs), hiring managers and executive sponsors to continuously engage with various organizational partnerships with a variety of experiences, disciplines, and knowledge.

Internships and Early Career Programs

We equip our interns, co-ops and apprentices with experience and leadership skills to become the next generation of bold innovators. We offer early career programs around the globe, with significant programs in the United States, Colombia, Switzerland, Ireland and Australia.

We provide curated, enriching and rigorous internship programs tailored to students aspiring to pursue careers in Finance, Engineering and Manufacturing, as well as other disciplines. These internships offer valuable hands-on experiences and real-world learning opportunities, preparing students for a seamless transition into their professional careers. Additionally, we strive to extend the opportunity for full-time roles upon graduation.

Talent Development

We invest in team member development and deliver programs that help prepare leaders for future roles and responsibilities. Our philosophy is that development comes from on-the-job experiences, not just programs or courses. Therefore, we identify opportunities for internal mobility, giving team members at all levels development experiences that keep them growing and engaged with Zimmer Biomet.

In 2024, we launched new cohorts for our Learn & Lead leadership development programs:

- **Executive Leadership Program:** A 12-month program, anchored in our strategic priorities, that connects high-potential leaders, globally, to improve their self-awareness, sharpen their leadership capabilities, strengthen their strategic execution and expand their business knowledge and network. Used as a key tool to prepare ready-now successors for senior-level leadership roles, 10% of the cohort was promoted during 2024 alone.
- **New Leader Program:** A cohort-based 6-month global program designed to help build core leadership skills for leaders who are new to a leadership role at Zimmer Biomet, including emotional intelligence, coaching and feedback and developing high performing teams. In 2024, 350 new people leaders participated in the New Leader Program globally.

IGNITE

Celebrating The Power of Us

190

MENTOR/MENTEE PAIRS WERE MATCHED

We continue to support the learning and development needs of our organization through several new and ongoing training courses. The format for this learning is as varied as the topics, including in-person, instructor-led to virtual and even self-directed.

- Crucial Conversations focuses on effective communication and dialogue skills.
- Insights Discovery is a psychometric tool to help team members understand themselves and others and how to make the most of workplace relationships.

- Coursera is an online learning platform that delivers robust, certificate-based content in partnership with major colleges, universities and corporations.

In early 2024, we implemented LinkedIn Learning as our global, enterprise-wide learning content platform. Since then, our team members have completed over 127,000 courses and videos on the platform.

We continue to improve our Learning Management System, which includes 36,000 courses globally and is the primary delivery mechanism of role-based training requirements for all full-time and part-time team members and contractors.

One development experience available to all team members is Mentoring Connections – our global cohort-based mentoring program designed to connect experienced Zimmer Biomet professionals with team members who are eager to learn from their experience. Registration and matching of mentors and mentees for the program happens annually. In 2024, 190 mentor/mentee pairs were matched and focused on leadership development, career growth and advancement, as well as

expanding their knowledge of the business and industry. Each mentor and mentee completed mentoring training as a part of this program to ensure the best possible outcome.

Recognition

IGNITE is our global, social recognition platform that we use to recognize team members for the exceptional work they do every day – from a simple “thank you” to awarding points for achievements, to commenting on a recognition post and celebrating professional and personal milestones like service anniversaries and birthdays.

In 2024, we had more than 100,000 moments of recognition, reaching 81% of our global team.

81%

OF GLOBAL TEAM MEMBERS RECOGNIZED



Culture Promises

Our Culture Promises describe a shared commitment to build a stronger Zimmer Biomet.

- We Shape Tomorrow by seeking bold possibilities, using insights and experience to deliver on our Mission, blazing new trails in innovation and providing meaningful outcomes for patients.
- Ignite Collaboration is our promise to foster an inclusive and collaborative environment that empowers our team members.
- With a Focus to Win, we are proactive and agile to deliver winning outcomes and driving our business forward. Our culture promises are how we interact as a team and with each other to deliver on our Mission.

Global Leadership Competencies

Our Global Leadership Competencies are behaviors that are informed by our culture promises, support our Mission and enable successful outcomes aligned to our strategic priorities.

Used throughout the team member career journey, our Global Leadership Competencies are integrated into interview questions, learning and development programs, manager 360 reviews, and succession planning to ensure we are building a pipeline of talent who will fill future leadership roles.



Performance Connections

Performance Connections is Zimmer Biomet’s performance management framework that helps foster deeper connections. Performance Connections empowers team members—in partnership with their managers—to define how their skills, experiences, strengths and aspirations contribute to deliver on our strategy and Mission. The annual Performance Connections lifecycle is comprised of both structured and ongoing check-ins—from setting priorities to career check-ins and annual performance reviews. Managers and team members align on and continuously address opportunities and recognize achievements.

Team Member Engagement

In 2024, Zimmer Biomet re-certified as a Great Place to Work® in the U.S., Poland, Switzerland, and India. In addition, certification was awarded in Colombia. We were recognized based on what our team members say about their experience working at Zimmer Biomet, our Company culture and our workforce. Certification is an exciting

accomplishment and is only possible because of the dedication and commitment of our team members. This achievement is a testament to our ongoing focus to becoming a destination workplace (or great place to work), guided by our culture promises, that provide a foundation for our team members to feel a sense of belonging so they can thrive.

We value our team members’ input and to that end, we conduct surveys throughout the team member life cycle, including recruiting, onboarding, engagement, and exit surveys, as a part of our listening strategy that ultimately inform our actions towards improving team member engagement. Our surveys are aligned to our engagement framework measuring shared purpose, connection, well-being and personal and professional growth. The key results of the annual engagement survey and respective action plans are shared with our Board of Directors and our team members.

For our 2024 annual Engagement Survey, we had a strong survey response rate of 82%, hearing from more than 13,800 team members around the globe. While our company-wide engagement index score decreased by three points compared to

2023 results, we remain above global benchmark and higher than our company scores from 2020-2022.

We believe it is critical to keep our team members engaged through frequent and transparent communication. This is accomplished through town halls, video and written messages, news and recognition on our intranet site and various other methods.

82%

ENGAGEMENT SURVEY RESPONSE RATE



Team Member Inclusion

We remain steadfast and committed to the spirit of our work to build an ever more inclusive company both in the U.S. and abroad. We strongly believe this work is consistent with existing law and with our Guiding Principles and focus on People and Culture. Inclusion—ensuring that all team members feel a sense of belonging at work and believe that their voice matters—strengthens our company and is good for business. Our stakeholders—including patients, customers, team members and investors—value companies that are committed to building inclusive cultures where all employees are valued, and top talent thrives.

Zimmer Biomet will always adhere to all local and regional laws and regulations in respective countries. Zimmer Biomet adheres to the principles of equal opportunity employment for all, including applicable federal and state laws and regulations that protect U.S. employees from discrimination based on race, color, religion, sex, or national origin.

Our team member inclusion efforts are intended to identify, attract and retain talent for our global business. Our eight global employee resource groups (“ERGs”) are each open to all team members and continue to have substantial participation with membership representing approximately 15 percent of our workforce. Our ERGs also submit annual nominations to the Zimmer Biomet Foundation, Inc. for grants to nonprofits that support communities and partnerships aligned to our Mission.



Health, Safety & Wellness

The physical and mental health, safety, financial well-being and work/life balance of our team members are vital to accomplishing our Mission and achieving our goals. We sponsor wellness programs designed to enhance physical, financial and mental well-being and encourage participation in these programs through regular communications, educational sessions and other incentives.

As part of our tenet of holistic well-being, we have made resources available in mental health, physical health, financial health and social health for team members to use, both on the job and with their families and friends, to prioritize their well-being needs.

Flexibility

Continued workplace flexibility, in certain roles, is key in promoting well-being. Flexible work allows our eligible team members to manage their lives, with the expectation they will experience less stress, feel happier and more engaged in their work and be better positioned to live healthier lives.

One initiative that we have implemented globally is “No Meeting Friday Afternoons.” Team members are encouraged to refrain from scheduling meetings after noon local time on Fridays.

Safety

Our environmental, health and safety team continuously monitors our safety environment. In 2024, our Total Recordable Incident Rate, which is defined as recordable incidents multiplied by 200,000 hours worked, divided by total hours worked, was 0.30, and our Lost Time Incident Rate, which is defined as lost time incidents multiplied by 200,000 hours worked, divided by total hours worked, was 0.14.

Total Rewards

Zimmer Biomet reviews our comprehensive benefit offerings each year, considering both our team member population as well as market practices, to ensure our offerings are competitive.

We understand how critical well-being is for our team members and their families. Globally, initiatives are in place or being implemented to reduce physical and mental health risks, improve the quality of life for our team members and provide health-promoting activities that support sustainable behaviors.

Examples of benefits offered to team members include:

- Key preventive health services to team members through medical plans, including on-site health screenings for our team members at no charge
- Competitive infertility benefits and adoption assistance, along with paid parental leave and support for parents transitioning back to work
- Resources to support individualized needs, such as employee assistance program (EAP) counseling, tuition reimbursement, paid Family Care Leave and other inclusive medical benefits



MENTAL HEALTH

Resilience through normal stresses of life, change and challenges

With a focus on reducing stress and managing depression and anxiety



PHYSICAL HEALTH

Energy needed to thrive and complete your daily living tasks

With a focus on fitness, nutrition and sleep



FINANCIAL HEALTH

Confidence to manage everyday and future finances

With a focus on security, freedom and growth



SOCIAL HEALTH

Time and involvement with family, friends, colleagues and community.

With a focus on connections, relationships and support



Pay Equity

We are committed to ensuring our team members are compensated equitably and that pay differences are not based on factors such as gender or race.

Since 2016, we have conducted annual pay equity studies in the U.S. Our pay equity study focuses not only on base salary but also on other elements, including commissions, bonus, long-term incentives and new hire sign-on awards (cash or equity). We continue to refine our pay equity study each year. While the study initially focused on reviewing pay differences between genders, we have expanded the study to include pay disparities potentially attributable to race and ethnicity.

Outside of the U.S., we conduct pay equity studies, as required, to ensure compliance with local laws.

In all cases where a pay equity issue is identified, we follow our process to address the issue. Additionally, when pay disparities are identified, they are reviewed annually to ensure progress and permanent resolution.

Collective Bargaining

Zimmer Biomet has approximately 17,000 active team members globally—fewer than 50 are affiliated with a U.S. collective bargaining agreement.

Discrimination Policy

Zimmer Biomet is an equal opportunity employer and is fully committed to treating all team members and job applicants equally.

We take all reasonable steps to employ, train and promote team members on the basis of their experience, abilities and qualifications without regard to race, color, ethnic origin, nationality, national origin, religion or belief, sex, sexual orientation, gender reassignment, age, marital or civil partnership status or disability.

We also take all reasonable steps to provide a work environment in which all team members are treated with respect and dignity, and that is free of harassment based upon an employee’s race, color, ethnic origin, nationality, national origin, religion or belief, sex, sexual orientation, gender reassignment, age, marital or civil partnership status or disability.

Zimmer Biomet does not condone any form of harassment, whether engaged in by team members or by outside third parties who do business with us.

OUR PATIENTS AND PRODUCTS

Product Quality

Zimmer Biomet is committed to best-in-class product quality and ensuring the strength and effectiveness of our Quality Management System (QMS). This is supported by a single global quality management system structure, manual, and global procedures which are adopted by all ZB sites. Our QMS processes and our products undergo rigorous reviews to ensure compliance with internal and external safety standards. Our product risk management process follows the ISO 14971 standard for medical devices. We further align our quality management system with relevant regulations, including 21 CFR Part 820 and ISO 13485.

Every site has a stringent internal quality audit program. In addition, we have an independent corporate quality audit program which conducted 43 quality audits in 2024. ZB is also audited periodically by external regulatory bodies such as the FDA and other regulatory and nongovernmental competent authorities around the world.

There have been ZERO FDA enforcement actions taken in 2024 in response to violations of current Good Manufacturing Practices (cGMP). Moreover, 100% of Notified Body Audits in 2024 resulted in ZERO Major Findings and maintained ZERO new or pending FDA Warning Letters at any ZB site globally.



PENDING FDA WARNING LETTERS

Year	Class 1 Recalls	Class 2 Recalls	Class 3 Recalls	Warning Letters Received	Warning Letters Resolved	Open Warning Letters
2017	1	62	0	0	1	3
2018	1	48	0	1	0	3
2019	1	24	0	0	1	3
2020	0	21	0	0	1	2
2021	1	4	0	0	0	1
2022	0	9	0	0	0	1
2023	0	9	0	0	1	0
2024	0	8	0	0	0	0
Note: The recall quantities are based on the calendar year that Zimmer Biomet reported the recall to FDA						

Zimmer Biomet also participates in the Medical Device Single Audit Program (MDSAP), which enables medical device manufacturers to be audited once by a notified body for compliance with the standard and regulatory requirements of up to five different medical device markets: Australia, Brazil, Canada, Japan and the U.S. The MDSAP audit results are shared with the regulatory agencies in the participating countries, such as the FDA. In 2024, 23 MDSAP audits were conducted across the Zimmer Biomet network, resulting in continued MDSAP certification for all sites from our notified bodies with 74% of MDSAP audits resulting in ZERO findings.

Our internal corporate quality audit and external quality audit results are closely monitored and reported at regular management review meetings, and we maintain a detailed set of key performance indicators in the Quality area. We also have a stringent supply chain monitoring program that includes quality,

delivery and cost measures. We have made advancements in our oversight of product quality and now can track and trend product performance in near real time using data visualization software. In addition, the Quality, Regulatory and Technology Committee of the Board of Directors receives a comprehensive Quality presentation at each quarterly meeting.

Zimmer Biomet has an established and robust Postmarket Surveillance program to collect and analyze postmarket data to ensure patient safety, quality, and compliance. This program ensures complaints are investigated and trended, coordinates reporting with regulators, and implements corrective actions as necessary. We also conduct clinical trials, monitor orthopedic registries and review published literature to ensure a complete picture of product performance. Conclusions and outputs are regularly reported out and reviewed as part of trending reviews and management meetings.



We have made significant investments in QMS remediation and upgrades over the past several years. These enhancements have resulted in a significant reduction in FDA product recalls compared to previous years. Recall rate has been stable in the single digit range the past four years with 2024 at eight FDA product recalls compared to 63 in 2017. In addition to this, the ratio of FDA classified recalls per \$1 billion in revenue continues to decline and was 1.04 in 2024 compared to 1.22 in 2023 and 1.30 in 2022.

We are advancing automation in manufacturing, quality systems and inspection and measurement methods such as Manufacturing Execution System (MES), Design Controls and Risk Management Software. We are implementing a Product Lifecycle Management tool globally to simplify regulatory compliance while increasing new product speed to market. Use of this tool allow resources to work together across the network seamlessly and develop a unified approach to completing deliverables.

Our Quality Begins With Me hotline process enable us to continue promoting a “blame free” culture where we drive appropriate behaviors, empower team members to promote operational excellence and maintain focus on quality and compliance.

Our continuous improvement efforts are also driven by Lean and Six Sigma methodologies. We provide Green Belt and Black Belt certification programs so team members learn and apply LEAN tools to reduce waste, drive out variation (by applying Define, Measure, Analyze, Improve and Control problem-solving) and make data-driven decisions through proven quality tools and statistical methods. In addition, at certain manufacturing facilities, many of the team members are cross-trained to perform a broad array of operations.

Additionally, we continued to make progress on transitioning compliance and certification to the European Union Medical Device Regulation (EU MDR). All files that require notified body review have been submitted. Notified Bodies have completed review of 57% of files resulting in MDR certification.

To ensure full organizational alignment and commitment with Quality priorities the Company-wide annual bonus includes a network quality modifier in the bonus program for all employees based on established annual quality objectives.

Supplier Code of Conduct

We are committed to achieving and maintaining the highest standards of corporate integrity and ethical behavior, and we expect our suppliers to conduct business with the same high standards. Zimmer Biomet has instituted a [Code of Supplier Conduct](#).

At a minimum, suppliers must conduct business in accordance with all applicable country, state and local laws and regulations covering the jurisdictions in which they operate, including, without limitation, laws relating to employment, human rights, the environment, health and safety and trade. Each supplier must comply with the commercial best practices of the supplier’s industry. Zimmer Biomet reserves the right to decline to deal with suppliers who do not comply with the law or our standards.

We have also taken steps to ensure that slavery and human trafficking are not taking place in our supply chains or any part of our business operations through the [UK Modern Slavery Act of 2015](#) and the [California Transparency in Supply Chains Act of 2010](#), Canada’s Fighting Against Forced Labour and Child Labour in Supply Chains Act 2024, and Australia’s Modern Slavery Act 2018.

Supplier Social Responsibility Audits

Zimmer Biomet conducts Social Responsibility audits with all new suppliers and critical existing suppliers in high-risk regions every three years. Thirty-three suppliers are in scope for 2025 including new suppliers. The audit investigates child labor; forced labor and human trafficking; disciplinary practices; working hours and compensation; environmental protection; health and safety; and management practices.



Supplier Diligence

For all new proposed international suppliers, the Zimmer Biomet Compliance team conducts due diligence investigations to make sure the third party is not on a blocked person list, a specially designated national watchlist or otherwise a prohibited party. This global due diligence review starts at the front end of the request process. Ongoing due diligence is conducted periodically for existing suppliers.

Supplier Quality Audits

New and existing supplier audit plans are established based on the applicable QMS requirement for the product or service the supplier provides. QMS requirements focus on FDA and International Organization for Standardization (ISO) standards. These standards include FDA 21 CFR 820 and ISO 13485.

Zimmer Biomet has three global documents detailing the Supplier Quality Audit process: 1) the Supplier Questionnaire is used to collect a variety of information on the supplier, including an overview of the supplier’s quality system; 2) the Supplier Qualification Report determines which audit plan will be followed and the supplier’s risk classification; and 3) the Supplier Audit Report details the information found during the audit and the attendees.

All information gathered from the auditing process is stored in a global system and accessible to relevant team member in all Zimmer Biomet businesses.

Management of Risks Associated with Use of Critical Materials

Zimmer Biomet has a Global Supply Risk Management process. We have established a systematic approach to:

- Ensure continuity of supply for goods and services
- Proactively manage (identify, assess, mitigate and monitor) potential supply risks which may result in product delays and/or revenue impact to the business
- Ensure that a global process is being utilized across the Zimmer Biomet Global Sourcing Organization

A key component in risk monitoring is the financial impact that might occur in raw material scarcity and/or physical disruptions of Zimmer Biomet’s own operations or in the operations of our supply chain. To mitigate these risks, we use a third-party service provider to measure our top suppliers against 73 financial ratios, weighted by 24 industry models, to understand the overall financial health of these suppliers. We use these scores to understand and manage the risks that our suppliers pose to our operations.

The third-party service provide also provides private company financial statements and have a greater than 85% rate (and above 90% in certain markets) to measure the core health of a supplier out to 36 months and predicting probability of default more than 12 to 18 months via a quantitative model.

Animal Testing Policy

Zimmer Biomet’s use of animal testing is consistent with animal welfare acts around the world. We use animal testing when required to demonstrate biological safety for our products that cannot be demonstrated by laboratory benchtop tests or when

required to demonstrate compliance with medical device regulations.

The laboratories we engage for animal testing typically have American Association for Accreditation of Laboratory Animal Care (AAALAC) certification or have their own animal research committee (i.e., an independent review committee) to ensure compliance with national animal welfare acts. Zimmer Biomet does not perform animal testing directly; the work is contracted to approved laboratories.

Clinical Trial Program

We operate a robust global clinical research program in which we strive to collect meaningful clinical evidence to support our portfolio of products and technologies. Our clinical research programs support the safety and effectiveness of our products, services and technologies in a compliant and transparent manner. Zimmer Biomet-supported clinical trials are conducted across many different programs, including sponsored multi-center global clinical trials, as well as company-supported smaller investigator-initiated clinical trials.

Zimmer Biomet conducts studies worldwide that are managed by our global Clinical Affairs teams. These teams manage our regulated and post-market studies and are located in key locations across the globe. We require these programs and teams to adhere to Zimmer Biomet policies and procedures that incorporate the standards set forth in the International Conference on Harmonization, the Declaration of Helsinki, Good Clinical Practice guidelines and the AdvaMed Code of Ethics.

To protect the rights, privacy, safety and well-being of clinical trial participants, Zimmer Biomet has an overarching global procedure for conducting clinical research involving human subjects. This procedure ensures that the data generated from our clinical trials are qualified and reliable

and can be used by regulatory authorities globally. As part of our procedures, clinical trials are reviewed and approved by several cross-functional internal committees, including a Clinical Investigation Review Committee and a Clinical Research Review Committee.

Clinical trials are only approved if they are scientifically sound, meet a well-defined business need and are within fair market value calculations. Clinical trial support can range from monetary funding, providing in-kind product or even the loaning of specialized instrumentation and equipment. In addition to the internal Zimmer Biomet review and approval processes, all clinical studies are required to be reviewed and approved by an Institutional Review Board or Ethics Committee that is independent of both Zimmer Biomet and the participating investigational centers.

Clinical Trial Transparency

We support clinical research to foster advances in clinical knowledge and furthering medical device development related to our products and programs. Clinical trial transparency is required to appropriately contribute to and comply with the International Committee of Medical Journal Editors initiative and Food and Drug Administration Amendments Act requirements by utilizing ClinicalTrials.gov to register our applicable clinical studies and study results once they are available. All study results are posted, regardless of whether the trial is deemed successful or failed to meet the primary end point. A listing of Zimmer Biomet clinical trials can be found at [ClinicalTrials.gov](https://clinicaltrials.gov).

Health Equity and Access to Healthcare

Building on the momentum from our 2023 initiatives, the Community Centered Care (C3) Health Equity program continued its commitment to addressing healthcare disparities in 2024. Our commitment is to integrate health equity and value-based care principles into the fabric of Zimmer Biomet, i.e, medical education,

marketing, new product development, research, community engagement, technology/innovation and Zimmer Biomet’s go to market growth strategy.



A key focus in 2024 was the ongoing development of our Community Centered Care (C3) framework, which remains central to our strategy for improving patient access to high-quality care. In collaboration with our 12-member strategic advisory board, we are enhancing our efforts to integrate value-based care models and forge new partnerships to provide innovative solutions that meet both the clinical and social needs of the communities we serve. The advisory board plays an instrumental role in shaping our direction, ensuring our initiatives are aligned with the evolving needs of patients, healthcare providers, and communities.

We are therefore prioritizing value-based care models that emphasize outcomes over volume, with a strong focus on improving the quality and efficiency of care delivered to underserved populations. By increasing patient outcomes, we aim to reduce health disparities while fostering long-term, sustainable improvements in healthcare delivery.



Additionally, Zimmer Biomet is excited to announce a new partnership with RevelAi Health. RevelAi Health is a leader in deploying artificial intelligence to enhance patient outcomes while reducing clinician burnout in healthcare. By focusing on AI-driven engagement and addressing social drivers of health, RevelAi Health aims to deliver equitable, value-based healthcare solutions for high-risk aging populations.

Through these continued efforts, we are committed to driving sustainable health equity solutions and partnering with innovative companies and stakeholders to advance our vision for a more inclusive and accessible healthcare system.

[Learn more about Zimmer Biomet’s value-based care here.](#)

Corporate Grants, Donations and Funding

Zimmer Biomet is committed to our guiding principle of giving back to our communities and people in need.

In 2024, we provided grants, donations and funding for numerous educational and philanthropic projects. These included grants to support orthopedic post-graduate medical education by providing funding to the following organizations:

[American Shoulder and Elbow Surgeons \(ASES\) Foundation:](#)

The ASES Foundation was established by the ASES to assist in carrying out charitable and educational functions of ASES. Each year the ASES Foundation accepts applications for the ASES Foundation Fellowship Education Grant Program from ASES-recognized fellowship programs.

[Center for Orthopaedic Trauma Advancement - COTA:](#) The Center for Orthopaedic Trauma Advancement (COTA) was chartered in 2009 to serve as a non-conflicted intermediary to distribute support for fellowships and postgraduate education from unrestricted grants donated by industry. Funding will be determined on the basis of the quality of the fellowship program and is expected to be a competitive process.

Zimmer Biomet also provided educational grants to support independent medical education conferences that promote scientific knowledge, medical advancement and the delivery of effective healthcare. In addition, we provided grants to third-party organizations for independent research to advance patient treatment designed for improved outcomes.

Product Donations/ Medical Missions

Zimmer Biomet donated orthopedic products to support more than 40 philanthropic missions trips in 2024 to help patients in need around the globe. We continued our long-term partnership with Faith in Practice by donating implant inventory to continually perform charitable surgeries in Guatemala. [Faith in Practice](#) is committed to serving the poor of Guatemala through short-term medical mission trips that take an integrated approach to care that strives to reach those in the greatest need. Because of our unique commitment to global health, Faith in Practice honored Zimmer Biomet with the 2024 “Visionary Award,” noting us as an organization who sees beyond today and seeks solutions for tomorrow. We supported many other organizations, including [Operation Walk](#), [One World Surgery](#), [Bayside Medical Missions](#), [Friends of Indus](#), [Great Lakes Orthopedic Relief International](#), [LIFE International](#) and many more—to care for underprivileged patients in need in Dominican Republic, Ecuador, Guyana, Honduras, Pakistan, Philippines, Vietnam, Uganda and beyond.

We continue to support charitable surgeries in the U.S. by donating implants through [Americares](#), a nonprofit that saves lives and improves health for people affected by poverty or disaster so they can reach their full potential. In 2024, Americares was able to support 32 charitable surgeries in the U.S. with Zimmer Biomet implants. This includes the support towards [Operation Walk USA’s](#) annual campaign to restore mobility.





The Zimmer Biomet Foundation, Inc. (Foundation) is an independent, philanthropic, nonprofit organization established in 2018 to address the needs of our global community. The mission of the Foundation is to improve the quality of life for our communities by providing resources to build healthy communities; advance Science, Technology, Engineering and Math (STEM) education; provide disaster relief; and address healthcare disparities while advancing global inclusion. We are proud to share this report from the Foundation in the Zimmer Biomet Sustainability Report.

From supporting Zimmer Biomet team members' charitable programs, to funding community efforts in line with its outcomes, the Foundation donated nearly \$4.5 million in charitable grants in 2024.

Zimmer Biomet Team Member Programs

The Foundation continued the Team Member Relief Fund to support team members facing financial hardship due to personal or catastrophic reasons, including Hurricanes Fiona and Ian. Since its inception, the Fund has provided more than \$1.99 million in relief grants to team members.

In addition, the Foundation matched team member donations to nonprofit organizations with a dollar-for-dollar match. More than \$1,900,000 combined from team member contributions and the Foundation match was contributed to more than 800 charities in 2024. This combined giving total was 60% more than in 2023.



We proudly support team members volunteering in their communities and abroad by offering resources to match team members with volunteer opportunities and work policies that allow them to take the time to support their community. For example, Zimmer Biomet's "Dollars for Doers" program enables team members to earn Foundation grants to charities by logging their volunteer hours. Team members who took advantage of this program earned more than \$35,000 in 2024 for the charities of their choice.

Overall, Zimmer Biomet team members logged more than 8,900 community volunteer hours, helping more than 230 unique charities in 2024. Some of those organizations include [Feed My Starving Children](#), [Prospect Hospice Limited](#), [Habitat for Humanity International](#), [Big Brothers Big Sisters](#), [Fundacion Ninos de los Andes](#), [Krebsliga Schweiz](#), [The Samaritan's Purse](#), [Les scouts du Montreal Metropolitain](#) and the [United Way](#). In addition, team members organized several collection drives to provide items

needed for back-to-school efforts and provide assistance to those in need during the holidays.

The Foundation continued the Zimmer Biomet Scholarship Fund for dependents of team members in the U.S. For the fourth year, 15 recipients were selected to receive \$2,500 each for educational costs toward college expenses.

Healthy Communities

The Foundation and Zimmer Biomet support a number of activities and initiatives to improve the health and wellness of our communities. Zimmer Biomet and the Foundation support numerous organizations making a positive impact in the Warsaw area and in other communities in which Zimmer Biomet team members live and work, including [Cardinal Services](#), [Wings for Life](#), [Prospect Hospice](#), [Boys and Girls Club](#), [YMCA](#), [Combined Community Services](#), [Feed My Starving Children](#), [Fellowship Missions](#), [Habitat for Humanity](#), and many more.



STEM Education

The Foundation continued support of STEM-related activities through [The Perry Initiative](#), which is committed to inspiring young women to be leaders in the fields of orthopedic surgery and engineering.

Disaster Relief

The Foundation gave \$100,000 in grants to organizations such as American National Red Cross, Americares Foundation and Direct Relief, providing valuable response and relief efforts to those affected by hurricanes and flooding in the U.S., flooding in Spain, as well as continued support of humanitarian crisis in Lebanon.

Advancing Global Inclusion

The Foundation has partnered with many nonprofit organizations to advance global inclusion, particularly related to disparities and career development in healthcare. Continued collaboration with Zimmer Biomet's global employee resource groups helped identify non-profit organizations aligned with the focus of each group and were included within the Foundation's grant giving in 2024.

We also provided funding to support programs that promote diversity and multiculturalism in medical schools and in surgeon professional development as well as industry minority initiatives to raise orthopedic treatment awareness and support higher education.

Zimmer Biomet is the Founding Sponsor of Nth Dimensions, an educational nonprofit organization created to help increase diversity of women and underrepresented minorities in the field of orthopedics, including pre-medical students, medical students and residents. We are a corporate partner of the J. Robert Gladden Orthopaedic

Society, a multi-cultural organization with a mission to increase diversity within the orthopedic profession. We also provide support to the Ruth Jackson Orthopaedic Society, which is dedicated to advancing the science and practice of orthopedic surgery among women, as well as the American Association of Latino Orthopaedic Surgeons, which represents not only members of Latino descent, but all orthopedists who treat members of the Latino and Hispanic communities. Additionally, the Zimmer Biomet Foundation supported Orthopaedic Research and Education Foundation (OREF) and their OREF/RJOS Research Grant.

- [Nth Dimensions](#)
- [Perry Initiative](#)
- [Ruth Jackson Orthopedic Society](#)
- [J. Robert Gladden Orthopaedic Society](#)
- [American Association of Latino Orthopaedic Surgeons](#)

Movement is Life™

The Foundation continued its multi-year, multi-million-dollar commitment to [Movement is Life](#), an independent nonprofit organization focused on eliminating racial, ethnic and gender healthcare disparities.

Movement is Life held its 2024 annual health equity summit in November 2024 in Atlanta, Georgia. This event brought together stakeholders from diverse backgrounds to discuss health equity challenges and solutions.

Patient Privacy and Data Security

At Zimmer Biomet, the patient is always the patient, and never the product. Patient data is used to improve outcomes and create value for patients and their care teams through our algorithms, systems and products in order to support our commitment to the highest standards of patient safety, quality and integrity.

Our commitment to protecting patient and customer data is embodied in our four Privacy and Data Security Pillars:

- **Privacy:** Privacy is a fundamental human right, and we maintain robust practices to ensure that privacy is protected. Patients and customers decide what they share with us.
- **Security:** Zimmer Biomet ensures the protection of patient and customer data through robust safeguards. Among other measures, we apply encryption in transit and conduct annual security risk assessments and penetration testing by third parties.
- **Data usage:** We only use customer and patient data to provide the services we have agreed upon, and for purposes that are compatible with providing those services.
- **Ownership:** We put patients and customers in control of their data and have established tools and processes that give patients easy options to exercise their rights with respect to their personal data.

Privacy

There have never been more opportunities to use information collected during treatment to create innovative solutions to improve patient outcomes. At the same time, the importance of protecting patient privacy has never been higher.

Privacy is built into our products and services by design and by default. By taking this approach, we accommodate privacy in an effective and user-friendly way.

We want to make it as easy as possible for patients to communicate their privacy preferences. For example, our mymobility® platform is supported with a dedicated portal powered by OneTrust for individuals to exercise their privacy rights. OneTrust is an industry-leading privacy management solution.

Security

Zimmer Biomet implements and verifies stringent security requirements to protect data we hold for patients and customers. These include a broad array of controls, including encryption, third-party penetration testing, malware defenses, data loss prevention, access limitations and auditing. We comply with security requirements under the Health Insurance Portability and Accountability Act (HIPAA), General Data Protection Regulation (GDPR), California Consumer Privacy Act (CCPA), LGPD (Brazil), China's Personal Information Protection Law (PIPL) and other key data protection regulations reviewed and verified by third-party experts. We are transparent with patients and customers regarding our security controls so that they can understand and document the ways in which their information is protected.

Data Usage

Zimmer Biomet ensures that information is only collected, used and disclosed for permissible purposes. Through our contracts with customers, notice and consent forms, and other means, we are transparent about the ways we use information to create value for patients and providers. We have implemented robust policies, procedures and trainings designed to ensure that information about patients and customers is handled consistent with those statements.

Ownership

The patient, provider and Zimmer Biomet each have rights and responsibilities regarding data collected during treatment.

Zimmer Biomet's customer engagements, patient consents and notices and other privacy and information security practices are designed to ensure that these rights and responsibilities are respected.

Digital Health Product Security

Zimmer Biomet's Global Digital Health Product Security Program is centered on enabling the efficient and effective continuous improvement of our Total Product Life Cycles (TPLCs) and Software/System Development Life Cycles (SDLCs) for our increasing portfolio of digital health technologies, medical devices, products and services. This is done by integrating Secure TPLC/SDLC leading practices at the forefront and throughout the lifecycles in support of our commitment to the highest standards of patient safety, quality and integrity, as well as in alignment with the guidance and expectations of the FDA and other governing bodies and agencies around the world. Additionally, in partnership with key cross-functional stakeholders across the global enterprise, we have achieved and sustained ISO/IEC 27001 Certification for our Surgery Planning Ecosystem for the past three years. ISO/IEC 27001 is a globally recognized and accepted industry standard for information security management systems (ISMS); and an increasing expectation of our global customer healthcare delivery organizations (HDOs). Our certification includes the Drive Case Management System (DCMS), DICOM images we receive from our customers (with planned expansion) for Patient-Specific Instruments (PSI) and Patient-Matching Implants (PMI) (e.g., patient-specific surgical plans for our ROSA® Recon).



Cybersecurity

A strong cybersecurity program is essential in today's business landscape, and we have continued to invest in people, processes and the next generation cybersecurity technology solutions to combat this evolving risk. Cyber threats are emerging and evolving daily so we actively manage these cyber-risks in alignment with industry best practices and frameworks.

Our commitment to cybersecurity includes a programmatic approach aiming to protect the confidentiality, integrity and availability of our systems, data and products. This continuous process ensures that measures are in place to improve and update our cybersecurity program using key methods such as independent assessments, penetration testing, vulnerabilities scanning and maintaining key industry certifications. Zimmer Biomet strives to ensure third-party vendor management, governance and data protection programs are aligned to best practices, regulations and standards to reduce organizational risk.

We have a dedicated global security operations team that executes the cybersecurity incident response plan and threat management, as well as conducts regular exercises to ensure our preparedness and effectiveness. Our global cybersecurity awareness program has increased awareness of cyber threats for users, and we continue to share best practices with team members.

The cybersecurity program is led by Zimmer Biomet's Chief Information Security Officer and the Chief Information Digital Officer, and regular progress updates are presented to the Audit Committee of the Board of Directors, which oversees cybersecurity risk.

A low-angle, upward-looking perspective of several modern skyscrapers with glass facades. The buildings are composed of a grid of dark metal frames and large glass panels, reflecting the sky. The perspective creates strong diagonal lines that converge towards the top of the frame. A semi-transparent dark blue horizontal band is positioned across the middle of the image, serving as a background for the text.

GOVERNANCE

CORPORATE GOVERNANCE

We are committed to effective corporate governance, adhering to the highest ethical standards and acting as a responsible member of our communities. Our business is managed under the direction of our Board of Directors, which has responsibility for establishing broad corporate policies and for our overall performance.

As of April 2, 2025, our Board is made up of 11 directors; the Board nominated 10 to stand for election as directors at our May 2025 Annual Meeting. The 10 director nominees were nominated based on their skills, experiences, backgrounds and the needs of the Board and our Company. Every director must stand for election annually. At all times, a majority of the Board of Directors must meet the criteria for independence established by applicable laws and regulations and the New York Stock Exchange. All of our directors, except our Director, President and Chief Executive Officer, are independent.

The Corporate Governance Committee of the Board is responsible for reviewing and assessing with the Board, on an annual basis, the experience, qualifications, attributes and skills sought of Board members in the context of our business and the then-current membership of the Board. The Corporate Governance Committee looks for current and potential directors collectively to have a mix of experience, skills and qualifications, including those identified in the matrix. In evaluating director candidates and considering incumbent directors for nomination to the Board, the committee considers a variety of factors. The committee further considers candidates in the context of the diversity of the current Board members, including as to gender, race, ethnicity, national origin, international work experience, disability status and age, to ensure an inclusive culture, sense

2025 Director Nominees	Bernard	Farrell	Hagemann	Higgins	Hilado	Jafry	Kolli	Kurdikar	Shapiro	Tornos
Skills and Experience										
Sitting CEO of Medical Device Company		●						●		●
Sitting CEO or Global Business Head		●						●		●
Prior CEO or Global Business Head	●			●		●			●	
Operations Experience	●	●	●	●		●	●	●	●	●
Healthcare Industry Experience		●	●	●	●	●	●	●	●	●
Medical Device Industry Experience		●	●	●			●	●		●
International Expertise		●		●	●	●	●	●	●	●
FDA Experience		●	●	●			●	●	●	●
R&D Experience		●		●			●	●		●
Government / Regulatory Affairs / Health Economics Experience	●	●	●	●		●	●	●	●	●
Brand / Marketing Experience	●	●		●		●	●	●	●	●
M&A Experience	●	●	●	●	●	●		●		●
Financial Expertise	●	●	●	●	●	●		●	●	●
Digital Technology Expertise		●					●			
Cybersecurity Expertise		●					●			
Demographics										
Gender	F	M	M	M	F	M	F	M	M	M
Racially/Ethnically Diverse					●	●	●	●		●
LGBTQ+	●									



of belonging and diverse perspectives, with equal opportunity for all Board candidates. The committee also considers whether a candidate can meet the independence standards for directors and members of key committees under applicable stock exchange and SEC rules. With respect to incumbent directors, the committee considers the director's past performance on the Board and contributions to the committees on which he or she serves.

The director skills matrix here identifies some of the key skills and experiences the Board has identified as being important to its responsibilities and reflects how our director nominees, individually and in the aggregate, reflect these skills. A mark indicates a specific area of focus or expertise that the director brings to our Board. The matrix does not encompass all of the knowledge, skills and experience of our directors, and the fact that a particular knowledge, skill or experience is not listed does not mean that a director does not possess it. In addition, the absence of a particular knowledge, skill or experience with respect to any of our directors does not mean the director in question is unable to contribute to the decision-making process in that area.

Demographic data is self-reported by directors in their annual directors' and officers' questionnaires. Demographic data is not standardized and director responses are not required.

Ethical Business Conduct

As a leader in ethics and compliance, we are committed to conducting business with honesty, integrity and the highest ethical standards. It is the right thing to do and helps protect the Company and our Mission. Whether working with surgeons, regulators, distributors, partners or each other, our team members know that how they contribute to our Mission is as important as what they do.

A Comprehensive Compliance Program

Our best-in-class Global Compliance Program is designed to prevent and detect potential violations of applicable laws, regulations and industry codes. The Global Chief Compliance Officer leads the function and provides overall management of the program. She reports directly to the President and Chief Executive Officer, co-equal with other functional department leaders.

Our global Compliance team consists of 75 highly skilled and dedicated lawyers and compliance professionals, located in countries around the world. The three regional compliance teams support Zimmer Biomet's commercial interests in the Americas; Asia Pacific (APAC); and Europe, Middle East, & Africa (EMEA), while global compliance teams handle proactive risk assessments, compliance operations, investigations, audit and monitoring, third-party due diligence, trade compliance and overall compliance program management. We ensure all team members receive the training, tools, guidance and resources necessary to perform their jobs in a legal, ethical and compliant manner.

Our compliance program governance framework ensures that the Board of Directors, executive and functional leadership have a shared purpose and role in sustaining, implementing and enhancing the program.



This includes a Global Compliance Steering Committee, where executive leaders develop and oversee the execution of a multi-year Compliance Strategy and Sustainability Plan. Cross-functional subcommittees focused on finance, IT and policies ensure broad engagement in Compliance matters. The Board of Directors and executive leadership provide program oversight and are actively engaged during quarterly Audit Committee and leadership meetings.

Additional governance structures help advance the Compliance strategy globally and serve to prevent and detect violations of our business standards. These committees include:

- The Global Arrangements Review Committee: Responsible for ensuring all engagements with healthcare professionals

(HCP) are free from potential conflicts of interest.

- The Product Development and Evaluation Review Committee: Responsible for the review of all proposals related to HCP involvement in new technologies.
- The Clinical Research Review Committee: Responsible for evaluating proposals and determining the needs of the Company with respect to the ongoing clinical evaluation and clinical science of our products.

Code of Business Conduct and Ethics

We expect every team member and business partner to conduct their work with honesty, integrity and world-class ethical standards.

The Zimmer Biomet Code of Business Conduct and Ethics (the Code) defines the expectations for how we can deliver high performance with high integrity and articulates the ethical standards that we are accountable for upholding. To ensure team members and business partners have access to the Code in their preferred language, it has been translated into 32 languages, all are available online at zimmerbiomet.com.

Zimmer Biomet requires all newly hired or acquired team members to complete the Code training within the first 60 days of employment. Throughout 2024, we have updated the Code training to be adaptive to the learner, interactive, and time-efficient. This training provides up-to-date content on company policies, laws, regulations, and applicable industry codes of ethics, as well as guidance on navigating ethical dilemmas. The course is available in 16 languages and includes our Conflicts of Interest certification.

With this update, we are also shifting our mandatory retraining cycle for all tenured team members to the first quarter of a calendar year. With the previous retraining in the fourth quarter of 2024, 100% of our global team members and Zimmer Biomet’s Board of Directors successfully completed the Code of Business Conduct and Ethics training—including 100% of new team members who joined in 2024.

A Strong Culture of Ethics and Integrity

All team members play an important role in upholding our ethical standards, which is why our commitment to integrity is frequently discussed at the start of meetings, whether internal or external. Our “commit slide” emphasizes Zimmer Biomet’s guiding principles, including our commitment to prioritizing patient safety and adhering to our global business policies, laws, regulations and industry codes of ethics.

Some of the initiatives that help raise awareness and understanding about ethics and compliance across our company include:

Compliance Week: Annually we host “Compliance Week” to show our commitment to ethical business practices and promote our compliance program. Through engaging activities and communications, we aim to strengthen our compliance culture and inform team members about available resources.

The 2024 theme was “Be Bold: Do the Right Thing.”, which served to remind team members of the importance to do the right thing every day, so we can deliver on our Mission and business goals ethically. Team members took part in numerous in-person and virtual activities including discussions with leaders, meet-and-greet events with compliance team members, competitive compliance contests across various countries and educational trivia contests.

Integrity in Action Awards Program: We regularly recognize the exceptional efforts of team members who go above and beyond to uphold our standards and protect the company.

Each quarter, our regional compliance teams, in consultation with the respective region or business unit leadership teams, name team members who have gone above and beyond to uphold our standards. The Global Chief Compliance Officer selects one winner annually as the global winner.

Compliance Team of the Year: Team efforts are celebrated annually with the Compliance Team of the Year award, recognizing a region or business team for their efforts to role model the Company’s commitment to world-class integrity and ethical business practices; complete certain compliance strategic priorities, such as training completion and timely remediation; and other team actions that go above and beyond the compliance program requirements.

Team Member Feedback: We gather feedback and measure the effectiveness of our efforts to increase awareness and understanding by including targeted questions in the annual Zimmer Biomet team member engagement survey. Responses provide insight into team member experiences and identify strengths and areas of opportunity. In 2024, 84% of survey

respondents gave a favorable rating for how the Company communicates our commitment and expectations around ethical responsibilities and conduct.

Consistent Global Approach to Policy Management

Comprehensive compliance policies and procedures help team members and business partners navigate the applicable laws, regulations and industry codes, as well as Zimmer Biomet’s own ethical standards.

We have established a consistent approach for creating, structuring and maintaining these policies and procedures. All new or modified policies, procedures, work instructions and forms are reviewed and approved by the cross-functional Policy Committee. The Committee reviews the plans to roll-out the policy documents and any other guidance, communication or training that is in scope for each respective document, with a special focus on gatekeeper functions.

All non-QMS policies are stored in a central repository on Zimmer Biomet’s intranet where they are organized by function. Each document is translated, as needed, to avoid linguistic barriers. As a result of these efforts, our document control systems have become better organized with fewer version-control issues and improved alignment with policy training and communications.

Continuous Improvement of the Compliance Program

We are dedicated to the continuous improvement of our compliance program in response to the Company’s growth and evolving external environment. We have established a formal continuous improvement protocol built into the overall Compliance Strategy and Sustainability Plan to define, monitor and execute improvement projects across the compliance landscape. The continuous improvement protocol protects the sustainability of our compliance program and ensures we stay agile in order to respond to new areas of risk.

Each year, we conduct a self-assessment of the compliance program’s strength against evolving regulator expectations and through benchmarking exercises. Biannually, the program undergoes specific reviews at the direction and oversight of the Compliance leadership team and Global Compliance Steering Committee.

Countering Corruption

We have strong anti-bribery, anti-corruption and conflicts of interest policies and procedures that cover, among other things, interactions with healthcare professionals, healthcare providers and government officials. These policies and procedures are reinforced by a robust, interactive, annual training program. Similar to the Code of Business Conduct and Ethics training we have updated the Anti-Bribery and Anti-Corruption training throughout 2024. With this update, we are also shifting our mandatory retraining cycle for all tenured team members to the first quarter of a calendar year. With the previous retraining in the fourth quarter of 2024, 100% of our global team members and Zimmer Biomet’s Board of Directors successfully completed the Anti-Bribery and Anti-Corruption training—including 100% of new team members who joined in 2024.

We also periodically monitor and audit to ensure team members are adhering to our policies. Zimmer Biomet has a zero-tolerance policy when it comes to bribery and corruption.

The Global Third-Party Compliance team supports and monitors business partners, such as distributors, to make sure they uphold our ethical standards. The team is comprised of experienced compliance professionals focused on supporting and managing the due diligence process for all business partners in the regions for which they are responsible, leveraging relevant language expertise and market knowledge to identify and evaluate compliance risks identified through our due diligence process. They report to the Vice President and Deputy Chief Compliance Officer.

Prior to engaging certain types of high-risk third parties, and periodically during our relationship with these third parties, we perform anti-corruption due diligence as well as third-party compliance audits. Our due diligence process integrates input from our commercial, finance and compliance stakeholders, as well as third-party partners and background reports. A risk matrix determines the depth of the reports and dictates how often partners must undergo renewal due diligence.

As part of every due diligence process, business partners certify their adherence to the Code, complete mandatory compliance training and complete an anti-corruption certification.

The execution of the annual Third Party Check-in Program helps to strengthen these trusted relationships and verify that our partners are meeting our high ethical standards. The Check-in program provides greater visibility into changes that may affect our assessment of third-party risks and identifies important updates to our business partners’ records. In 2024, 100% of required Third Party Check-ins were completed.

We also have an audit program that assesses and evaluates compliance with Zimmer Biomet policies and procedures, as well as any applicable laws and regulations, by our third-party business partners, including distributors, sales agents, customs brokers and travel agents.

Our dedicated Compliance Audit, Monitoring and Analytics team, comprised of experienced healthcare and Anti-Bribery and Anti-Corruption compliance professionals, such as auditors and data scientists, conduct audit and monitoring engagements pursuant to standardized protocols and report findings to the relevant regional and global functions. The reports include observations, findings and root cause analysis, as well as management action plans to mitigate any identified risk. The audit & monitoring team works with internal stakeholders as well as third-party business partners, to ensure completion of the remediation items. In 2024, the audit team conducted 14 audits

and 23 monitoring engagements, with a primary focus on third party risk and healthcare compliance. To ensure transparency and accountability, the Audit Committee of the Board of Directors receives all audit reports, updates on audit and monitoring findings and the status of action plans.

Speak Up: Zimmer Biomet’s Whistleblower Program

Team members and business partners have a responsibility, as outlined in the Code, to speak up when they become aware of behavior that may be in violation of Zimmer Biomet’s policies, applicable laws or industry practices.

Our Speak Up Hotline can be used to confidentially and anonymously ask questions or report a concern about a known or potential violation, concerns about safety in the workplace, potential discrimination or harassment, unethical behavior by another team member or a third-party vendor or distributor, falsification of documents or misuse of Zimmer Biomet resources.

The Speak Up Hotline is available 24 hours a day, 7 days a week. Global direct-dial telephone numbers and local language website capabilities, along with texting options in some geographic locations, empower team members and business partners to report in a language that they are most comfortable.

In addition to the Speak Up Hotline, concerns can be raised directly to managers, Compliance or Human Resources business partners.

Retaliation against anyone who makes a good faith report of a known or suspected compliance or legal issue is prohibited. Retaliation in any form is unacceptable and not tolerated at Zimmer Biomet.

The Speak Up Hotline and our commitment to nonretaliation is regularly promoted through global, regional and local communications, leadership messages and displayed on signage at Zimmer Biomet facilities.



The Global Compliance Investigations team reports to the Vice President and Deputy Chief Compliance Officer and is led by experienced anti-corruption investigators who manage and conduct all compliance investigations. The team also has a dedicated manager to triage and track all reported compliance concerns from investigation to resolution.

We have a robust process to cover the entire lifecycle of an investigation—from initiation through fact finding and remediation. Global and regional remediation committees handle recommending and implementing disciplinary measures and remediation actions resulting from investigations. These committees use a disciplinary matrix to ensure fair and equal application of disciplinary measures across the Company. In fact, last year 100% of all corrective actions assigned were in line with the guidance of the matrix.

Our process also ensures that remediation is rooted in a thorough analysis of underlying causes and is implemented in a manner that yields benefits across the entire organization. In 2024, 100% of remediation activities from compliance investigations, audits and monitoring were successfully completed.

For added accountability, the Audit Committee of our Board of Directors receives regular reports on hotline complaints, investigations and corrective actions.

Ethical Marketing

We remain committed to marketing our products and services truthfully, responsibly and professionally. We engage in marketing activities, when appropriate, to announce the availability of new products and services, reinforce existing customer choices, differentiate our products and services from others in the marketplace and increase awareness of medical technologies and treatments among healthcare professionals (HCPs), patients and others. The advertisement and promotion of our products is subject to internal preapproval processes, including approval by Legal and Regulatory Affairs.



We do not engage in activities that promote HCPs or their institutions. Activities related to HCPs must follow applicable legal and regional practices and meet fair market value requirements. Marketing activities must have a commercially reasonable and legitimate business purpose, and cannot involve cash, fees or other forms of compensation provided directly or indirectly to HCPs or public officials. Marketing activities are also expected to be separate from company sponsored training or education programs.

We do not use marketing to improperly influence the purchasing, leasing, recommendation, use, prescription or coverage decisions associated with our products and services.

Compliance with Industry Codes

We adhere to the advertising and marketing practices outlined in our Code of Business Conduct and Ethics and our Global Procedure on Marketing. We also comply with widely recognized industry codes that ensure relationships with HCPs and other customers are conducted transparently and in accordance with the highest ethical standards.

These codes preserve and promote the industry’s ability to collaborate with HCPs and aim to clarify and distinguish between appropriate and inappropriate HCP/company conduct.

We strongly endorse the spirit and the letter of the following codes for associations where Zimmer Biomet is a member:

- ABHI (UK)
- ABIMED Code of Conduct (Brazil)
- ABRAIDI (Brazil)
- AdvaMed China (China)
- AdvaMed India (India)
- AdvaMed (United States)

- AFPM (Romania)
- American Chamber of Commerce, India (AMCHAM, India), MedTech Committee (India)
- American Medical Devices and Diagnostics Manufacturers’ Association (Japan)
- APACMed
- APOMED (Portugal)
- ARTED (Turkey)
- Austromed (Austria)
- beMedTech (Belgium)
- BVMed (Germany)
- CANIFARMA (Mexico)
- Confindustria dispositivi medici (Italy)
- CZECHMED (Czech Republic)
- Fenin (Spain)
- Greek National Organization for Medicines - EOF (Greece)
- IMEDA (CIS)
- Korea Medical Devices Industry Association (KMDIA) (Korea)
- Malaysia Medical Device Association (Malaysia)
- Mecomed (Middle East)
- Medical Technology Association of Australia (MTAA) (Australia)
- Medical Technology Association of India (India)
- Medical Technology Association of Japan (Japan)
 - Japan Fair Trade Council of the Medical Devices Industry (Japan)
 - Japan Federation of Medical Devices Associations (JFMDA) (Japan)
- Medical Technology Association of New Zealand (MTANZ) (New Zealand)
- Medicoindustrien (Denmark)
- Medtech Committee of American Chamber of Commerce, India (AMCHAM, India)
- MedTech Europe
- Nefemed (Netherlands)
- POLMED (Poland)
- Salib-MedTech (Finland)
- SAMED (South Africa)
- Singapore Manufacturing Federation Medical Technology Industry Group (Singapore)
- SKMED (Slovakia)
- SNITEM (France)
- Swedish MedTech (Sweden)
- Swiss Medtech (Switzerland)
- Taiwan Advanced Medical Technology Association Code of Ethics (TAMTA, Taiwan)
- Thai Medical Device Technology Industry Association (Thailand)

Zimmer Biomet’s Statement of Engagement on Public Policy Issues

We operate in a heavily regulated global marketplace, and it is important to be able to express our views on a variety of proposals to policymakers and other stakeholders in a transparent manner. These efforts include monitoring public policy proposals, analyzing these proposals and advocating for those policies that enhance patient and healthcare provider access to innovative technologies to treat debilitating joint pain and musculoskeletal conditions.

Zimmer Biomet is committed to participating meaningfully and responsibly in the public policy process. Government policy proposals to regulate the healthcare system may directly affect our business and the incentives for innovation. There are also important policy proposals that can further our business interests, including those of our shareholders.

We actively seek to inform the debate on these proposals in the domestically and internationally. We also support policies that advance the interests of patients, improve public health and promote innovation and access to healthcare.

Our engagement in the political process is focused on the following areas:

- Access to musculoskeletal care
- Transparent, timely and science-based regulatory decision-making
- Market-based payment or reimbursement
- Strong protection of patents and other intellectual property rights
- Open and competitive access to international markets
- Tax policies that support innovation and global competitiveness
- A resilient global healthcare supply chain

Specific Policies of Interest:

- **Corporate Tax Policy:** We support tax policies around the world that ensure a globally competitive system for U.S. businesses.
- **Stability in Payment Policies:** As innovation in medical technology changes the way care is delivered, we support payment and reimbursement policies that ensure stability and access for patients, providers, innovators and the entire healthcare ecosystem.
- **Global Inclusion:** We support policies that strengthen a diverse and inclusive medical technology and healthcare workforce and ensure equitable patient access to innovative devices and therapies.
- **Medical Device User Fee Amendments (MDUFA):** We support a well-resourced and well-functioning U.S. FDA. The long-standing user fee program has helped FDA make significant improvements to the regulatory approval process for new medical devices. Zimmer Biomet and its industry trade group collaborates closely with the FDA to build a new era of transparency and accountability in the program.
- **Support for International Trade Agreements:** We support trade policy initiatives that seek to improve access to medical devices in overseas export markets.

How Zimmer Biomet Engages in Public Policy

Our primary approach to participating in public policy debate involves communicating information to government officials, public policy makers and their staffs. Our Government Affairs office in Washington, D.C. is responsible for advocacy activities with the U.S. Congress and the Executive Branch, as well as advocacy at the state level. The Government Affairs office, which also has staff outside the U.S., reports to the Senior Vice President and General Counsel.

To assist with this work, we occasionally contract with private firms specializing in government affairs advocacy. These firms provide the organization with expertise on issues that are important to our business and our shareholders.

In compliance with the [U.S. Lobbying Disclosure Act](#), Zimmer Biomet files quarterly reports with the U.S. Congress describing our advocacy activities in Washington, D.C. and the amount of money spent each quarter to support these activities. These reports also include the cost of maintaining the Government Affairs office in Washington, D.C. and the portion of our trade association dues associated with advocacy activities. To view our quarterly lobbying expenditures, click on the link above and search for Zimmer Biomet under registrant.

Among other things, the Code makes clear that illegal payments of any kind (monetary or otherwise) to an individual or entity—including officials or employees of national, state, local or foreign governments or national or foreign political candidates—at any time or under any circumstances, are prohibited.

Industry Groups and Trade Associations

We are members of several industry and trade groups, with whom we work on a variety of issues of importance to us and the medical device industry. These groups can help facilitate industry consensus on policy issues and enhance effectiveness in issue advocacy.

With Zimmer Biomet representatives on the boards and committees of industry groups and associations, we can affect policy or related activities. At times, we may not agree fully with the views of these associations or their individual member companies; in such instances, we reserve the right to remove our company from related association or industry group activities, as appropriate.

Following is a list of U.S. industry and trade groups of which Zimmer Biomet is a member and for which we pay at least



\$25,000 per year in membership fees, with the percentage of fees attributable to non-tax deductible, federal lobbying expenditures noted in italics:

- Advanced Medical Technology Association (AdvaMed) – 10%
- Medical Device Competitiveness Coalition (MDCC) – 100%
- U.S. Chamber of Commerce – 20-25%

Political Contributions

Our policies prohibit contributions of corporate funds to candidates, political party committees and political action committees. Contributions by Zimmer Biomet’s Political Action Committee (Zimmer Biomet PAC) – which is supported entirely by voluntary contributions made by eligible employees and non-employee directors—support candidates, parties or committees whose views on specific issues are consistent with our priorities. The Zimmer Biomet PAC is governed by an Advisory Committee consisting of representatives from across the Company’s U.S. business units and business functions. The Advisory Committee reviews Zimmer Biomet PAC activities and establishes policies and priorities.

The Zimmer Biomet PAC contributes to candidates and political committees on a bi-partisan basis and does not make contributions in connection with U.S. Presidential Elections. Contribution decisions are not made to reflect the personal political views or interests of senior management. In deciding whom to support, consideration is given to candidates who represent the communities Zimmer Biomet serves, those who serve on relevant committees or in leadership and those who have shown support for policies and initiatives of importance to the U.S. In addition, when considering contributions to candidates who fit the above criteria, we consider our corporate values, such as our position on diversity, equity and inclusion.

Contributions made by the Zimmer Biomet PAC are, as required by law, reported in filings with the Federal Election Commission (FEC). The most recent FEC report is available [here](#).



APPENDIX



Report of Independent Accountants

To the Board of Directors of Zimmer Biomet Holdings, Inc.

We have reviewed the accompanying management assertion of Zimmer Biomet Holdings, Inc. (the “Company”) that the Scope 1 and Scope 2 greenhouse gas (GHG) emissions metrics (metrics) for the year ended December 31, 2024 in management’s assertion are presented in accordance with the assessment criteria set forth in management’s assertion. The Company’s management is responsible for its assertion and for the selection of the criteria, which management believes provide an objective basis for measuring and reporting on the metrics. Our responsibility is to express a conclusion on management’s assertion based on our review.

Our review was conducted in accordance with attestation standards established by the American Institute of Certified Public Accountants (AICPA) in AT-C section 105, *Concepts Common to All Attestation Engagements*, and AT-C section 210, *Review Engagements*. Those standards require that we plan and perform the review to obtain limited assurance about whether any material modifications should be made to management’s assertion in order for it to be fairly stated. The procedures performed in a review vary in nature and timing from, and are substantially less in extent than, an examination, the objective

of which is to obtain reasonable assurance about whether management’s assertion is fairly stated, in all material respects, in order to express an opinion. Accordingly, we do not express such an opinion. Because of the limited nature of the engagement, the level of assurance obtained in a review is substantially lower than the assurance that would have been obtained had an examination been performed. We believe that the review evidence obtained is sufficient and appropriate to provide a reasonable basis for our conclusion.

We are required to be independent and to meet our other ethical responsibilities in accordance with relevant ethical requirements related to the engagement.

The firm applies the Statements on Quality Control Standards established by the AICPA.

The procedures we performed were based on our professional judgment. In performing our review, we performed inquiries, performed tests of mathematical accuracy of computations on a sample basis, read relevant policies to understand terms related to relevant information about the metrics, reviewed supporting documentation in regard to the completeness and accuracy of the data in the metrics, and performed analytical procedures.

GHG emissions quantification is subject to significant inherent measurement uncertainty because of such things as GHG

emissions factors that are used in mathematical models to calculate GHG emissions, and the inability of these models, due to incomplete scientific knowledge and other factors, to accurately measure under all circumstances the relationship between various inputs and the resultant GHG emissions. Environmental and energy use data used in GHG emissions calculations are subject to inherent limitations, given the nature and the methods used for measuring such data. The selection by management of different but acceptable measurement techniques could have resulted in materially different amounts or metrics being reported.

As discussed in management’s assertion, the Company has estimated GHG emissions for certain emissions sources for which no primary usage data is available.

Based on our review, we are not aware of any material modifications that should be made to the Company’s management assertion in order for it to be fairly stated.

Cincinnati, Ohio
April 29, 2025



ZIMMER BIOMET MANAGEMENT ASSERTION

Overview

With respect to the Scope 1 and Scope 2 greenhouse gas (GHG) emissions metrics (metrics) reported by Zimmer Biomet Holdings, Inc. (the “Company”) for the year ended December 31, 2024 and presented in Table 2 below, the Company’s management asserts that such metrics are presented in accordance with the assessment criteria set forth below.

Management is responsible for the completeness, accuracy, and validity of the metrics and for the selection of the criteria, which management believes provide an objective basis for measuring and reporting on the metrics.

Organizational Boundary

The Company uses the operational control approach (as discussed in the GHG Protocol, see Note 1 below) to account for and report its metrics. This approach includes the type of sites identified in Table 1 below. The following type of sites are excluded from the metrics: commercial or sales sites, sites that store non-product materials, field inventory storage (node 2) sites, 3rd party logistics facilities, research and development facilities, residential structures and sub-leased facilities.

See Note 7 below for the methodology used for acquired and divested sites.

Table 1: Description of Company sites

Site Type	Site Activities
Manufacturing	Manufacture products, including orthopedic implants, orthopedic instruments, surgical equipment, surgical products and tools, and robotics.
Distribution (Node 1)	Store and distribute products and materials.
Warsaw, Indiana North and West Campuses	All buildings constituting part of our Warsaw, Indiana North Campus and West Campus that manufacture, distribute and or store products and materials; building structures that support manufacturing, distribution, product and material storage; office structures; hotel; hangar; and electric charging stations installed in 2024.

Table 2: Metrics – GHG Emissions

GHG Emissions Metric ^{1,2,3,6,7}	Quantity
Scope 1 GHG Emissions ⁴	10,191 Metric Tons CO ₂ e
Direct GHG emissions from natural gas, propane and diesel consumption at the sites defined in Table 1.	
Scope 2 GHG Emissions (location-based) ⁵	109,243 Metric Tons CO ₂ e
Indirect GHG emissions from the generation of electricity purchased by the Company for use at the sites defined in Table 1.	
Scope 2 GHG Emissions (market-based) ⁵	67,195 Metric Tons CO ₂ e
Indirect GHG emissions from the generation of electricity purchased by the Company for use at the sites defined in Table 1.	

GHG Emissions Disclosures

1. The Company considers the principles and guidance of the World Resources Institute (WRI) and the World Business Council for Sustainable Development's (WBCSD) *The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard, Revised Edition*, and *GHG Protocol Scope 2 Guidance: An amendment to the GHG Protocol Corporate Standard* (together the "GHG Protocol") to guide the criteria to assess, calculate and report GHG emissions.
2. GHG emissions quantification is subject to significant inherent measurement uncertainty because of such things as GHG emissions factors that are used in mathematical models to calculate GHG emissions, and the inability of these models, due to incomplete scientific knowledge and other factors, to accurately measure under all circumstances the relationship between various inputs and the resultant GHG emissions. Environmental and energy use data used in GHG emissions calculations are subject to inherent limitations, given the nature and the methods used for measuring such data. The selection by management of different but acceptable measurement techniques could have resulted in materially different amounts or metrics being reported.
3. Actual or estimated energy and fuel usage from emissions sources is utilized for calculating emissions. The usage is multiplied by the relevant emission factor and global warming potential (GWP). A general formula for calculating emissions is:
 - a. Usage x Emission Factor x Global Warming Potential = Metric Tons CO₂e Emissions.
 - b. GHG emissions are calculated in metric tons of CO₂ equivalents (or "CO₂e") using the GWPs from the Intergovernmental Panel on Climate Change's (IPCC) Fifth Assessment Report (AR5 – 100 year). CO₂e emissions are calculated by multiplying actual or estimated energy and fuel usage by the relevant emission factor and GWP of the subject gases. Carbon

dioxide equivalent (CO₂e) emissions are inclusive of carbon dioxide (CO₂), nitrous oxide (N₂O), and methane (CH₄). Hydrofluorocarbons (HFCs) and perfluorocarbons (PFCs) are emitted but excluded from our reporting. Sulfur hexafluoride (SF₆) and nitrogen trifluoride (NF₃) are not emitted by the Company. Emissions data by individual gas is not disclosed as a majority of CO₂e relates to CO₂.

4. Related to Scope 1 GHG emissions:
 - **Natural gas:**
 - a. Combustion from stationary equipment and machinery at the Company's sites.
 - b. Global natural gas usage data was collected from monthly utility invoices obtained from third-party providers or based on an annual summary report obtained from said third-party providers.
 - c. Where utility invoices were not available for certain periods, where no utility invoices were available, or where an annual summary report was not available, one of the following approaches was utilized to estimate usage:
 - i. For sites where utility invoices were not available for certain periods, usage was estimated by determining an average usage based on available invoices from other periods for the relevant utility and the site.
 - ii. For sites where no utility invoices were available or where an annual summary report was not available, usage was estimated using intensity factors from the United States (U.S.) Energy Information Administration (EIA) 2018 Commercial Buildings Energy Consumption Survey (CBECS). To extrapolate usage, the intensity factors were selected based on the building activity subcategories and were multiplied by the square footage in the lease agreement to determine annual usage.



- **Propane and diesel:**
 - a. Combustion from emergency and portable generators, powered industrial vehicles (e.g., forklifts), and temporary space heaters used at the Company's sites.
 - b. Global propane and diesel usage data was collected from invoices and fuel reports obtained from third-party providers or based on an annual summary report obtained from said third-party providers.
 - c. No estimates were necessary for global propane and diesel usage as actual usage data was available for each site.
- Estimated emissions from natural gas account for approximately 2% of the reported Scope 1 GHG emissions.
- Scope 1 GHG emissions excluded:
 - a. Mobile combustion: Combustion from the operation of the Company's diesel and gasoline global vehicle fleet and aviation fuel from the operation of aircraft used for Company business.
 - b. Fugitive emissions (e.g., refrigerants).
- 5. Related to Scope 2 GHG emissions:
 - **Purchased Electricity:**
 - a. GHG emissions from the generation of electricity purchased by the Company for use at the Company's sites.
 - b. Global electricity usage data was collected from monthly utility invoices obtained from third-party providers or based on an annual summary report obtained from said third-party providers.
 - c. Where utility invoices were not available for certain periods, where no utility invoices were available, or where an annual summary report was not available, one of the following approaches was utilized to estimate usage:
 - i. For sites where utility invoices were not available for certain periods, usage was estimated by determining an average usage based on available invoices from other periods for the relevant utility and the site.
 - ii. For sites where no utility invoices were available or where an annual summary report was not available, usage was estimated using intensity factors from the U.S. EIA 2018 CBECS and following the process described above in Note 4.
 - Estimated emissions from purchased electricity account for less than 1% of the reported Scope 2 location-based and market-based GHG emissions.
 - Scope 2 GHG emissions excluded:
 - a. Emissions from steam, heating, and cooling.
- 6. The Company used the following emission factors per emission type and source in the calculation of Scope 1 and Scope 2 GHG emissions. The month and/or year in parenthesis below represent the publication date of the emission factors.
 - Scope 1 GHG emissions: U.S. Environmental Protection Agency (EPA) Code of Federal Regulations (CFR) - Mandatory Greenhouse Gas Reporting, 40 CFR Part 98 (May 2024)
 - Scope 2 GHG emissions (location-based):
 - a. U.S.:
 - i. U.S. EPA Emissions & Generation Resource Integrated Database (eGrid) subregion emission factors with 2022 data (January 2024).
 - b. Canada:
 - i. Environment and Climate Change Canada National Inventory Report 1990-2021: Greenhouse Gas Sources and Sinks in Canada (2023)
- c. All other countries:
 - i. International Energy Agency (IEA) Emissions Factors 2023, 1990-2021 (September 2023)
- Scope 2 GHG emissions (market-based):
 - a. The Company has two contractual instruments for renewable electricity procurement: 1) Virtual Power Purchase Agreement (VPPA) to purchase renewable energy credits (RECs) to be applied to cover electricity usage at U.S. sites and 2) Green Power Contract to purchase renewable energy for one specific site for the period June 26, 2023 through June 26, 2024 for which the kilowatt hours (kWh) have been applied to reporting year January 1, 2024 through December 31, 2024. The RECs applied in calculating Scope 2 (market-based) emissions for fiscal year 2024 have been contracted and will be retired before June 30, 2025. Any remaining electricity usage not associated with the VPPA or Green Power Contract was converted to emissions using the supplier specific, residual mix or grid-average emission factors as described below.
 - i. The Company used supplier specific emission factors for electricity when available.
 - ii. The Company used the following residual mix emission factors for electricity for sites in the U.S.: Green-e® Residual Mix Emissions Rates (2021 Data) (December 2023)
 - iii. The Company used the following residual mix emission factors for electricity for sites in Europe: Association of Issuing Bodies (AIB) European Residual Mixes Emission Factors 2022 (June 2023).
 - iv. The Company used the location-based emission factors if a supplier specific or residual mix emission factor was not available.

- The following changes in emission factor sources occurred for 2024 which were not retrospectively applied:
 - a. Scope 1 GHG emissions: For 2024, used emission factors published by the U.S. EPA in 40 CFR Part 98, whereas for 2023, used emission factors published by the U.S. EPA in the Emission Factors for Greenhouse Gas Inventories.
 - b. Scope 2 GHG emissions:
 - i. For 2024, for Canada, used emission factors published by the Environment and Climate Change Canada, whereas for 2023, used emission factors published by the IEA in calculating location-based and market-based Scope 2 GHG emissions.
 - ii. For 2024, for the U.S., used residual mix emission factors published by Green-e®, whereas for 2023, used location-based emission factors published by the U.S. EPA in calculating market-based Scope 2 GHG emissions if a supplier specific emission factor was not available.
- 7. The methodology used for acquired/divested sites is as follows:
 - In 2024, the Company completed four acquisitions. The data related to two of the acquisitions – acquisition of V.I.M.S. Vidéo Interventionnelle Médicale Scientifique (France) and Villeneuve (France) have been included in our Scope 1 and 2 GHG emissions beginning from the date of the acquisitions in April 2024. The data for the other two acquisitions has been excluded.
 - In 2024, there were no divestitures.

2024 SUSTAINABILITY ACCOUNTING STANDARDS BOARD INDEX

Topic	Code	SASB Metric	2024 Reporting
Affordability & Pricing	HC-MS-240a.2	Description of how price information for each product is disclosed to customers or to their agents	In the United States, a customer will typically engage with a local sales representative who will work with their local office to provide pricing for products the customer is interested in purchasing. Larger systems issue RFPs, which Zimmer Biomet responds and then enters into a formal agreement. Pricing is communicated during the contract process and can either be shared by hard copy (local, state, or federal government accounts), email or through electronic interchanges.
Product Safety	HC-MS-250a.1	Number of recalls issued, total units recalled	8 recalls in 2024
Product Safety	HC-MS-250a.1	Number of fatalities related to products as reported in the FDA Manufacturer and User Facility Device Experience	We report all necessary data as required by the U.S. FDA. This information is available at MAUDE - Manufacturer and User Facility Device Experience (fda.gov)
Product Safety	HC-MS-250a.1	Number of FDA enforcement actions taken in response to violations of current Good Manufacturing Practices (cGMP), by type	None
Ethical Marketing	HC-MS-250a.1	Total amount of monetary losses as a result of legal proceedings associated with false marketing claims	None
Ethical Marketing	HC-MS-250a.1	Description of code of ethics governing promotion of off-label use of products	Please see page 36
Product Design & Lifecycle Management	HC-MS-250a.1	Discussion of process to assess and manage environmental and human health considerations associated with chemicals in products, and meet demand for sustainable products	N/A
Product Design & Lifecycle Management	HC-MS-250a.1	Total amount of products accepted for takeback and reused, recycled, or donated, broken down by: 1) devices and equipment and 2) supplies	None

Topic	Code	SASB Metric	2024 Reporting
Supply Chain Management	HC-MS-430a.1	Percentage of 1) entity's facilities and 2) tier I suppliers' facilities participating in third-party audit programs for manufacturing and product quality	100% of Zimmer Biomet manufacturing sites are audited by a third-party and are ISO certified. 87% of Tier 1 suppliers are audited by a third-party. The highest risk suppliers are audited by a third-party as part of their ISO certification or are audited by a Zimmer Biomet facility. Those suppliers not participating in third-party audit programs have been vetted as the lowest risk, given the minimal likelihood of severity to the Zimmer Biomet quality system based on a failure of the product or service to meet specifications.
Supply Chain Management	HC-MS-430a.2	Description of efforts to maintain traceability within the distribution chain	Zimmer Biomet and all distributors, including all sales and office staff, are required to implement identification and traceability controls. Distribution records must include the customer's name, address, part number, control number, date, and quantity shipped. The distribution record is maintained by Zimmer Biomet from the time of receipt through storage, handling, and distribution until the product is implanted into a patient, permanently retired from use or permanently disposed.
Supply Chain Management	HC-MS-430a.3	Description of the management of risks associated with the use of critical materials	Please see page 23
Business Ethics	HC-MS-510a.1	Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption	None
Business Ethics	HC-MS-510a.2	Description of code of ethics governing interactions with health care professionals	Please see page 33



SAFE HARBOR STATEMENT UNDER THE PRIVATE SECURITIES LITIGATION REFORM ACT OF 1995

This report contains forward-looking statements within the meaning of the safe harbor provisions of the Private Securities Litigation Reform Act of 1995, including statements regarding expectations, plans, intentions, strategies or prospects. We generally use the words “may,” “will,” “expects,” “believes,” “anticipates,” “plans,” “estimates,” “projects,” “assumes,” “guides,” “targets,” “forecasts,” “sees,” “seeks,” “should,” “could,” “would,” “predicts,” “potential,” “strategy,” “future,” “opportunity,” “work toward,” “intends,” “guidance,” “confidence,” “positioned,” “design,” “strive,” “continue,” “look forward to” and similar expressions to identify forward-looking statements. All statements other than statements of historical or current fact are, or may be deemed to be, forward-looking statements. Such statements are based upon the current beliefs, expectations and assumptions of management and are subject to significant risks, uncertainties and changes in circumstances that could cause actual outcomes and results to differ materially from the forward-looking statements. These risks, uncertainties and changes in circumstances include, but are not limited to: competition; pricing pressures; dependence on new product development, technological advances and innovation; changes in customer demand for our products and services caused by demographic changes, obsolescence, development of different therapies or other factors; our ability to attract, retain, develop and maintain adequate succession plans for the highly skilled employees, senior management, independent agents and distributors we need to support our business; shifts in the product category or regional sales mix of our products and services; the risks and uncertainties related to our ability to successfully execute our restructuring plans; control of costs and expenses; risks related to the ability to realize the anticipated benefits of the acquisition of Paragon 28, Inc. (“Paragon 28”), including the possibility that the expected benefits from the transaction will not be realized or will not be realized within the expected time period; the risk that the businesses of

Paragon 28 will not be integrated successfully; disruption from the proposed transaction making it more difficult to maintain business and operational relationships, including with customers, vendors, service providers, independent sales representatives, agents or agencies; the effects of business disruptions affecting us, our suppliers, customers or payors, either alone or in combination with other risks on our business and operations; the risks and uncertainties related to our ability to successfully integrate the operations, products, employees and distributors of acquired companies; the effect of the potential disruption of management’s attention from ongoing business operations due to integration matters related to mergers and acquisitions; the effect of mergers and acquisitions on our relationships with customers, suppliers and lenders and on our operating results and businesses generally; unplanned delays, disruptions and expenses attributable to our enterprise resource planning and other system updates; the ability to form and implement alliances; dependence on a limited number of suppliers for key raw materials and other inputs and for outsourced activities; the risk of disruptions in the supply of materials and components used in manufacturing or sterilizing our products; breaches or failures of our (or of our business partners’ or other third parties’) information technology systems or products, including by cyberattack, unauthorized access or theft; the outcome of government investigations; the impact of healthcare reform and cost containment measures, including efforts sponsored by government agencies, legislative bodies, the private sector and healthcare purchasing organizations through reductions in reimbursement levels, repayment demands and otherwise; the impact of substantial indebtedness on our ability to service our debt obligations and/or refinance amounts outstanding under our debt obligations at maturity on terms favorable to us, or at all; changes in tax obligations arising from examinations by tax authorities and from changes in tax laws in jurisdictions where we do business, including as a result of the “base erosion and profit shifting” project undertaken by the Organisation for Economic Co-operation and Development and otherwise; challenges to the tax-free nature of



the ZimVie Inc. spinoff transaction and the subsequent liquidation of our retained interest in ZimVie Inc.; the risk of additional tax liability due to the recategorization of our independent agents and distributors to employees; changes in tariffs relating to imports to the U.S. and other countries; the risk that material impairment of the carrying value of our intangible assets, including goodwill, could negatively affect our operating results; changes in general domestic and international economic conditions, including interest rate and currency exchange rate fluctuations; changes in general industry and market conditions, including domestic and international growth, inflation and currency exchange rates; the domestic and international business impact of political, social and economic instability, tariffs, trade restrictions and embargoes, sanctions, wars, disputes and other conflicts, including on our ability to operate in, export from or collect accounts receivable in affected countries; challenges relating to changes in and compliance with governmental laws and regulations affecting our U.S. and international businesses, including regulations of the U.S. Food and Drug Administration (“FDA”) and other government regulators relating to medical products, healthcare fraud and abuse laws and data privacy and cybersecurity laws; the success of our quality and operational excellence initiatives; the ability to remediate matters identified in inspectional observations issued by the FDA and other regulators, while continuing to satisfy the demand for our products; product liability, intellectual property and commercial litigation losses; and the ability to obtain and maintain adequate intellectual property protection. A further list and description of these risks and uncertainties and other factors can be found in our Annual Report on Form 10-K for the year ended December 31, 2024, including in the sections captioned “Cautionary Note Regarding Forward-Looking Statements” and “Item 1A. Risk Factors,” and our subsequent filings with the Securities and Exchange Commission (SEC). Copies of these filings are available online at www.sec.gov, www.zimmerbiomet.com or on request from us. These factors should not be construed as exhaustive and should be read in conjunction with the other cautionary statements that are included in our filings with the SEC. Forward-looking statements

speak only as of the date they are made, and we expressly disclaim any intention or obligation to update or revise any forward-looking statements, whether as a result of new information, future events or otherwise. Recipients of this report are cautioned not to rely on these forward-looking statements since there can be no assurance that these forward-looking statements will prove to be accurate. This cautionary note is applicable to all forward-looking statements contained in this report.