



ZIMMER BIOMET

SUSTAINABILITY REPORT



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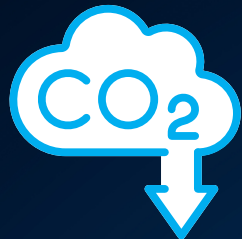
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Environment



Earned prestigious Climate Change "A List" Rating for the Carbon Disclosure Project (CDP) for the third consecutive year

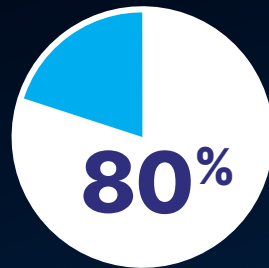


52% reduction in absolute, operational (scope 1 and 2 market-based) GHG emissions compared to 2024

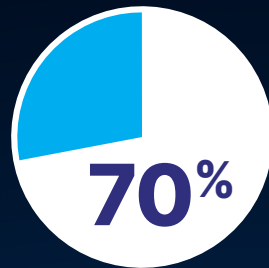


Validated our near-term and long-term GHG emission reduction targets with the Science Based Target initiative (SBTi)

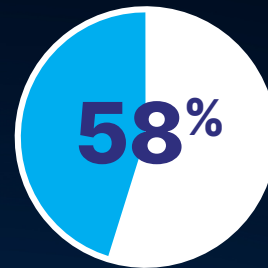
Expanded Zero Waste to Landfill (ZWTL) initiative



of solid waste diverted from landfills



of solid waste recycled at 22 ZWTL-certified sites



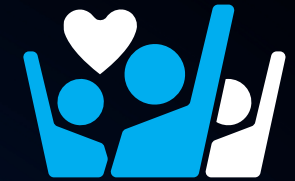
of our in-scope global network is internally certified

Strong quality focus



Zero pending FDA Warning Letters, displaying our substantial progress on quality system enhancements and remediation as of December 2025

Commitment to give back



11,500+ community volunteer hours logged by ZB team members



\$1.3M+ given by ZB team members to charitable nonprofit organizations



40+ medical missions to help underserved patients globally

2025 SUSTAINABILITY HIGHLIGHTS



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

Our Sustainability Commitment

Advance Zimmer Biomet's sustainability initiatives to drive long-term value for our stakeholders through Three Key Strategic Priorities: People & Culture, Operational Excellence and Innovation & Diversification.

Governance



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



Advanced our health equity mission through hands-on workshops and partnership collaborations



Eight employee resource groups (ERGs) open to all team members, with nearly 15% of team members participating

COMPANY OVERVIEW

~\$8.2B

FY 2025 NET SALES

98

YEAR LEGACY
OF INNOVATION
AND SUCCESS

100+

COUNTRIES WHERE
ZIMMER BIOMET
SOLUTIONS ARE USED

~17,000

TEAM MEMBERS WORLDWIDE

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 98 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 sustainability matters important to Zimmer Biomet Holdings, Inc. (“Zimmer Biomet,” “we,” “us,” “our,” “the Company”) and its global consolidated subsidiaries. Unless otherwise stated, this report covers Zimmer Biomet’s performance in fiscal year 2025, ending December 31, 2025. We report using the following standards: Sustainability Accounting Standards Board (SASB) and International Sustainability Standards Board (ISSB). Zimmer Biomet has shifted its focus for sustainability reporting 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 CHAIRMAN, PRESIDENT AND CEO



At Zimmer Biomet, sustainability is grounded in responsibility to our patients, to our team members, and to the communities and environments where we operate. It is not an initiative — it is the way we do business.

In 2025, we strengthened how we manage our environmental footprint, support our global workforce and operate with integrity across our business. Last year also marked an important step forward in our transformation. Years of focused work to strengthen quality systems, reinforce compliance and sharpen operational discipline have positioned us to execute with more consistency, deliver innovation at scale and build long-term resilience in a rapidly evolving health care environment.

Our three strategic priorities — **People & Culture**, **Operational Excellence** and **Innovation & Diversification** — are the engine. Strong environmental, social and governance performance is not separate from those priorities. It is built into them. That is how we deliver sustainable results and earn enduring trust with all of our stakeholders.

Key 2025 highlights include:

- **Retained Trusted Partner Status.** Quality, patient safety and regulatory compliance are non-negotiable. In 2025, we maintained *zero* FDA enforcement actions, *zero* new or pending FDA Warning Letters globally and *zero* major findings in 100% of Notified Body audits. For the fifth consecutive year, we recorded fewer than 10 product recalls, down from 63 in 2017.
- **Advanced our path to Net-Zero.** We continued executing on our Science Based Targets initiative (SBTi) commitment to reach net-zero greenhouse gas emissions by 2050. In 2025, we reduced our Scope 1 & 2 CO₂ emissions by 52% compared to 2024. In 2025, for the third consecutive year, we received an 'A' rating from the Carbon Disclosure Project (CDP) — the highest level achievable.
- **Expanded our Zero Waste to Landfill (ZWTL) initiative.** 58% of our in-scope global network now meets ZWTL criteria.
- **Demonstrated our commitment to access and giving.** In 2025, more than 50 Zimmer Biomet team members supported over 40 medical missions globally. Our Foundation donated more than \$4 million in charitable giving. Our team members also live this promise, volunteering more than 11,500 hours in their communities and personally donating over \$1.3 million to nonprofits in 2025.
- **Recognized for ethics, culture and workplace excellence.** Zimmer Biomet was named one of the World's Most Ethical Companies® by Ethisphere. We were also recognized by *TIME* as one of America's Best Mid-Size Companies and re-certified as a Great Place to Work® in the U.S., Puerto Rico, Colombia, Poland, Switzerland and India.

Sustainability is not a separate effort or once-a-year discussion at Zimmer Biomet. It is embedded in how we design products, operate facilities, engage suppliers and lead our teams globally. This supports responsible leadership and meaningful progress for the patients and communities we serve and is core to our ambition of becoming the boldest MedTech company on Earth.

Thank you for your trust and partnership.

Sincerely,

A handwritten signature in blue ink, appearing to read 'Ivan Tornos'.

Ivan Tornos
Chairman, President and Chief Executive Officer,
Zimmer Biomet

OUR APPROACH TO SUSTAINABILITY

Zimmer Biomet is committed to being a good corporate citizen. Our global team is dedicated to sustainable practices across our operations.

We take a comprehensive and proactive approach to sustainability. Our Board of Directors (“Board”), through the Corporate Governance Committee, oversees risks and programs relating to sustainability matters, including current and emerging issues for the company.

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 others that include discussions of the risks and exposures involved with their respective areas of responsibility and expertise.

The Sustainability leadership team, along with the Sustainability Working Group, discusses Zimmer Biomet’s sustainability initiatives and identifies ways to enhance our global program. The Sustainability Working Group is a global, cross-functional team representing the Zimmer Biomet functions critical to executing on our sustainability goals.

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





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.

Zimmer Biomet's Environmental, Health, Safety and Sustainability (EHSS) 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 EHSS Policy is supported and executed by a robust EHSS Management System that seeks six main outcomes:

Compliance

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

Continuous Improvement

Zimmer Biomet establishes EHSS goals, objectives and targets across our global business, to drive continuing EHSS performance improvement and to report on our progress against these key enterprise goals.

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

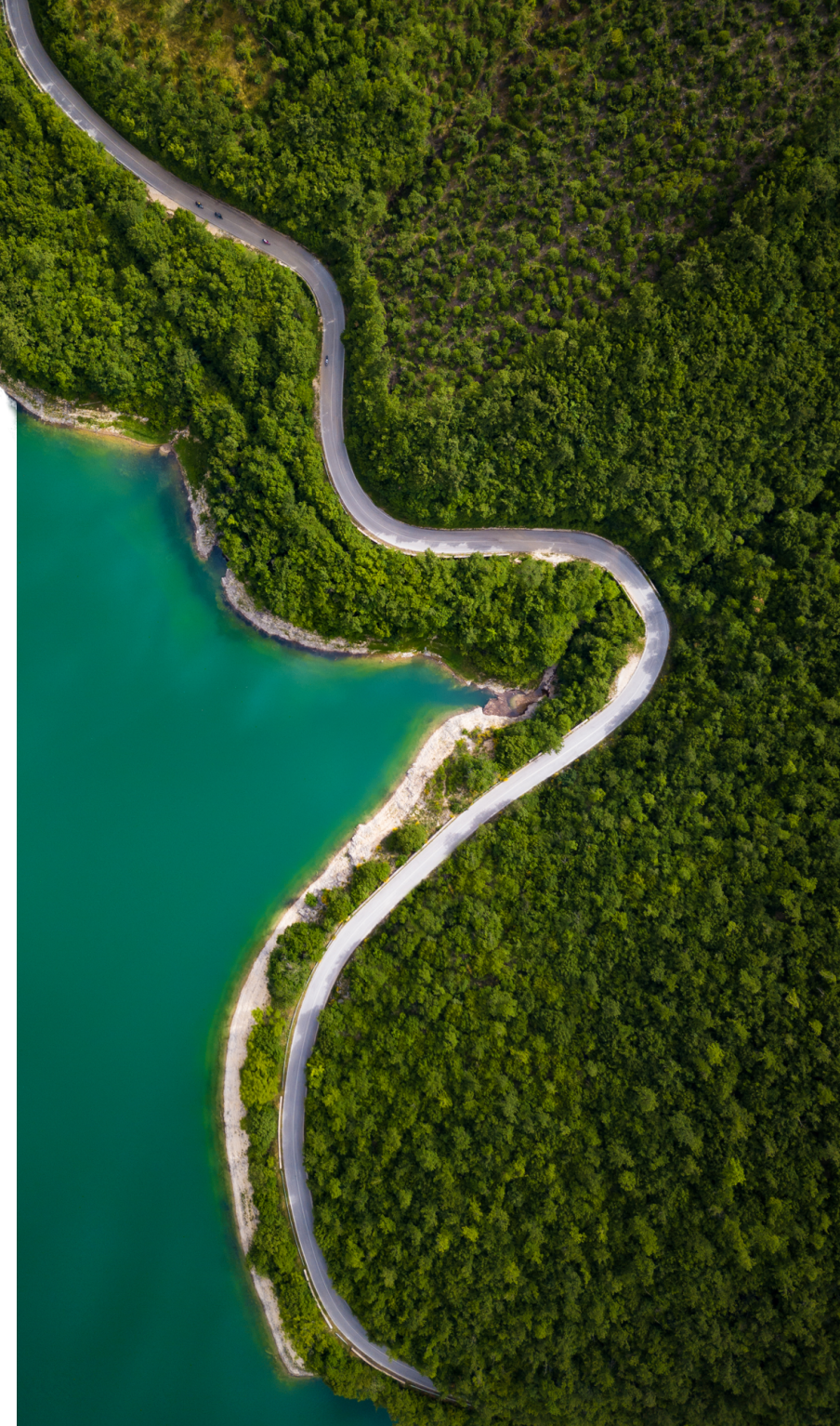
To address climate change, we seek to minimize waste and emissions, reuse and recycle materials, promote renewable energy use, reduce greenhouse gas emissions and conserve energy and water.

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, communities and other stakeholders.



Zero Waste to Landfill

Zero Waste to Landfill (ZWTL) continues to be a key program that establishes excellence in waste management. In 2025, we had 22 sites internally certified in ZWTL, one more than last year. ZWTL sites now represent 58% of our global manufacturing and distribution 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 nonprofit land conservation organization. ACRES protects more than 7,600 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 27.5% by

2030 from a 2019 baseline. Approximately 54% of suppliers in our supply chain provided GHG emissions data in response to our request in 2025, furthering our efforts to reduce our carbon footprint and improve environmental performance through engagement with our suppliers.

In September 2025, Zimmer Biomet began the formal target validation process with SBTi to review and validate Net-Zero GHG commitments to 2050.

Zimmer Biomet continues to leverage its 2021 Virtual Power Purchase Agreement (VPPA) with the Prospero II solar farm in Texas. In 2025, Prospero II produced more than 160,000 MegaWatt-hours (MWh) of clean electricity, equating to more than 74,000 metric tons of offset CO₂e (MTCO₂e) emissions. In 2025, a further VPPA agreement in Spain came online pursuant to which Ayora I & II facilities in Spain produced over 25,500 MWh of clean electricity, equating to more than 3000 MTCO₂e 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 2025, our Ireland manufacturing sites continued to generate onsite electricity, producing more than 1,500 MWh of solar energy used directly at the site. Additionally, sites in Warsaw, Indiana, as well as Shannon and Galway, Ireland, engaged in the development and planting of native and wild plants. These projects returned more than 25 acres of maintained grass into a natural habitat of indigenous plants across the three locations. Those efforts allowed us to avoid and absorb more than 42 metric tons of CO₂e.

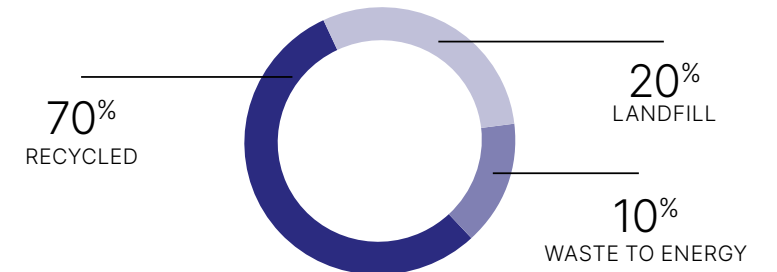
Several Zimmer Biomet sites offer electric charging stations in an effort to encourage the use of electric vehicles by our team members and help reduce the emissions generated by conventional-powered vehicles.

The company participates in the Carbon Disclosure Project (CDP),

and, in 2025, we received an A rating, which is the highest level achievable. Zimmer Biomet has achieved this grade for three consecutive years. We also received our Supplier Engagement Rating (SER), which assesses performance on governance, targets, Scope 3 emissions and value chain engagement in the CDP Climate Change questionnaire. In 2025, Zimmer Biomet received an A rating against the SER criteria. Engagement by our supply chain is a key part of our environmental leadership strategy.

In the second half of 2025, Zimmer Biomet formally signed the United Nations CEO Water Mandate, [WASH4Work](#). This initiative aims to focus businesses on Water Access, Sanitation and Hygiene (WASH) to promote water stewardship, share good practices and projects and activities that support climate resilience actions.

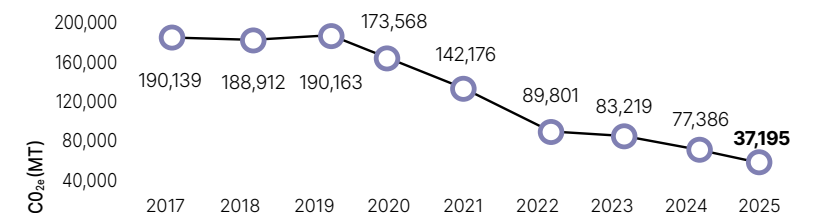
Zimmer Biomet - Waste Disposal 2025



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

CO₂e Emissions MT

Scope 1 & 2 (Market-based MT)



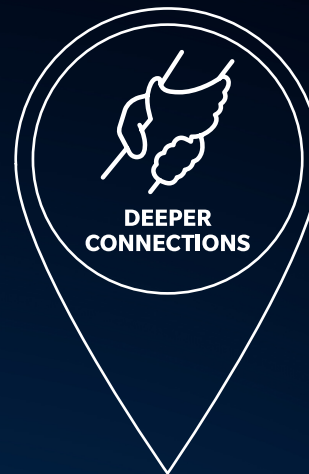
See Management Assertion on page 41 for more information.



SOCIAL



SHARED
PURPOSE



DEEPER
CONNECTIONS



HOLISTIC
WELL-BEING



PROFESSIONAL
AND PERSONAL
GROWTH

PEOPLE & CULTURE

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 oneself, for a higher purpose. Shared purpose shows up in how each team member connects with the mission, as well as in 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.

Talent Acquisition

Core to our strategic priority of People and Culture is ensuring that we have the right people in the right roles. Our global Talent Acquisition approach and flexible workplace practices for certain positions broadens our reach to more talent pools. Our talent team partners with our employee resource groups (ERGs), hiring managers and executive sponsors to engage regularly with partner organizations that bring a variety of experiences, disciplines and perspectives.

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 2025, we offered two of our Learn & Lead leadership development programs:

- **Executive Leadership Program:** A 12-month program, anchored in our strategic priorities and 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. The program is used as a key tool to prepare ready-now successors for senior-level leadership roles; 25% of the 2025 graduating cohort was promoted over the course of the program.
- **New Leader Program:** A cohort-based six-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 2025, nearly 300 leaders completed the New Leader Program globally.

197

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 learning formats are 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.
- **Career Development: It's About More Than Just the Promotion** challenges long-prevalent career development mindsets and explores a holistic framework that redefines growth at work, defining different pathways for growth and development.
- **VIEW** is an assessment and class that helps teams understand how they solve problems—including how they approach change, process information and make decisions.
- **LinkedIn Learning** is an online learning platform that offers expert-led video courses in business, technology and creative skills. It helps professionals build and improve their skills through personalized course recommendations and certificates of completion.

87%

OF GLOBAL TEAM MEMBERS RECOGNIZED

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 2025, 197 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 2025, we had more than 100,000 moments of recognition, reaching 87% of our global team.

IGNITE
Celebrating The Power of Us



Global Leadership Competencies

Our Global Leadership Competencies (Bold, Insightful, Collaborative, Proactive and Agile) 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 2025, Zimmer Biomet was re-certified as a Great Place To Work® in the U.S., Puerto Rico, Colombia, Poland, Switzerland and India. In addition, certification was awarded in Ireland and Saudi Arabia. We were also recognized as a 2025 Best Place to Work™ in both Poland and Switzerland. 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. To that end, we conduct surveys throughout the team member life cycle, including recruiting, onboarding, engagement and exit surveys. This is all part of our listening strategy that ultimately informs our actions toward 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 engagement survey and respective action plans are shared with our Board of Directors and our team members.

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.



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. 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 global business.

Zimmer Biomet always adheres to applicable local and regional laws and regulations in respective countries in which it operates. 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 nearly 15% 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.

Safety

Our environmental, health and safety team continuously monitors our safety environment and, in 2025, we recorded the lowest incident rates in our history. Globally, our Total Recordable Incident Rate (TRIR), which is defined as recordable incidents multiplied by 200,000 hours worked, divided by total hours worked, was 0.22, and our Lost Time Incident Rate (LTIR), which is defined as lost time incidents multiplied by 200,000 hours worked, divided by total hours worked, was 0.10—well below industry averages, which typically exceed 1.0 in both categories. TRIR and LTIR are key metrics Zimmer Biomet tracks to remain compliant with the Occupational Safety and Health Administration (OSHA).

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.

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 intending 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.

Our benefits programs are intended to be market-competitive and may vary depending on the jurisdiction.

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



Pay Equity

We work to ensure that 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.

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

We maintain processes to identify, evaluate, monitor and remediate pay equity issues.

Collective Bargaining

Zimmer Biomet has approximately 17,000 active team members globally—fewer than 50 of whom are in positions subject to 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 strive to provide a work environment in which all team members are treated with respect and dignity, and that is free of harassment.

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 to 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 Zimmer Biomet 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 International Organization for Standardization (ISO) 13485.

Every site has a stringent internal quality audit program. In addition, we have an independent corporate quality audit program which conducted 30 quality audits in 2025. Zimmer Biomet is also audited periodically by external regulatory bodies such as the FDA and other regulatory and non-governmental competent authorities around the world.

There were zero FDA enforcement actions taken in 2025 in response to violations of current Good Manufacturing Practices (cGMP). Moreover, 100% of notified body audits in 2025 resulted in zero major findings and had zero new or pending FDA Warning Letters at any Zimmer Biomet site globally.

7 YEARS

IN A ROW WITH ZERO PENDING
FDA WARNING LETTERS

Year	Class 1 Recalls	Class 2 Recalls	Class 3 Recalls	Warning Letters Received	Warning Letters Resolved	Open Warning Letters
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
2025	0	9	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 2025, 20 MDSAP audits were conducted across the Zimmer Biomet network, resulting in continued MDSAP certification for all sites from our notified bodies with 70% 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 presentation regarding quality matters 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. The recall rate has been stable in single-digit range throughout the past four years, with 2025 at nine FDA product recalls compared to 63 in 2017. In addition, our ratio of FDA classified recalls per \$1 billion in revenue has continued steadily around 1 for the past 5 consecutive years at 1.09 for 2025.

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

tools to reduce waste, drive out variation 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 98% of files resulting in MDR certification.

To ensure full organizational alignment and commitment to 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.

new product speed to market. Use of this tool allows team members and systems to work together across the network seamlessly and develop a unified approach to completing deliverables.

Our Quality Begins With Me hotline process enables 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

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 standards. Zimmer Biomet has instituted a [Code of Supplier Conduct](#).

Our 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. We expect each of our suppliers to 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

Zimmer Biomet evaluates new and existing suppliers that are critical to its products and located in high-risk regions through social responsibility questionnaires, with reassessments conducted every three years. These assessments are designed to identify and address risks related to child labor; forced labor and human trafficking; disciplinary practices; working hours and compensation; environmental protection; health and safety; and management practices.

Supplier Diligence

For new proposed suppliers, Zimmer Biomet conducts a due diligence inquiry. This review makes sure that the third party is not on a sanctioned or restricted party list, official government or international screening list identifying persons, entities, vessels or organizations subject to trade, financial or

other legal restrictions. 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 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 members 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.

We use a third-party service to evaluate our non-public suppliers' financial information, where available, to develop predictive financial models.

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 through 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 cross-functional internal committees that evaluate the scientific soundness of the research, ensure trials meet well-defined business needs and that any financial support is within fair market value guidelines. Clinical trial support can include monetary funding, in-kind product support and/or the loan 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 to further 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 as well as other global regulatory and good clinical practice requirements by utilizing [ClinicalTrials.gov](https://www.clinicaltrials.gov) to register our applicable clinical studies and study results once they are available. All applicable 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://www.clinicaltrials.gov).

Health Equity and Access to Healthcare

Zimmer Biomet's commitment to health equity has grown significantly over the past three years with a multi-pronged approach designed to address healthcare disparities and improve patient outcomes in underserved communities. We have a long-standing commitment to engaging surgeons in target communities, increasing minority representation in the next generation of orthopaedic surgeons, and forging partnerships with leading healthcare and research institutions. This momentum was further solidified in February 2024 when Zimmer Biomet signed the Global Health Equity Network's (GHEN) Zero Health Gaps Pledge, committing to embed health equity into core strategies, operations and investment. In 2025, Zimmer Biomet further advanced its health equity mission by expanding its pipeline through hands-on sawbones workshops and strengthening collaborations with key partners including Nth Dimensions, J. Robert Gladden Orthopaedic Society (JRGOS), Ruth Jackson Orthopaedic Society (RJOS), Pride Ortho, AltaMed, and American Association of Latino Orthopaedic Surgeons (AALOS).

Corporate Grants, Donations and Funding

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



In 2025, 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 Association of Hip and Knee Surgeons \(AAHKS\)](#):

AAHKS has a mission to advance hip and knee patient care through education, advocacy and research. AAHKS has established the Fellowship Education Improvement and Innovation Program to award grants to Adult Reconstruction Fellowship Programs and was created to help programs address various areas of improvement that range from advances in technology, research or patient care.

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 in 2025 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. We supported many other organizations, including Operation Walk, One World Surgery, Bayside Medical Missions, Friends of Indus, Fundacion Medica San Lucas, Great Lakes Orthopedic Relief International, LIFE International and

many more—to care for underprivileged patients in need in Cuba, Dominican Republic, Ecuador, Honduras, India, Mexico, Pakistan, Philippines, Tanzania, Uganda, Vietnam and beyond.

Zimmer Biomet team members work together to support the product donation process for these missions. They also sacrifice their time to serve on the missions. In 2025, over 50 Zimmer Biomet corporate team members and sales reps provided on-site support on medical missions.

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 2025, Americares supported 36 charitable surgeries in the U.S. with Zimmer Biomet implants. This includes support for 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 Mathematics (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 over \$4 million in charitable grants in 2025.

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 events. Since its inception, the Fund has provided over \$2.1 million in relief grants to team members.

In addition, the Foundation matched team member donations to nonprofit organizations with a dollar-for-dollar match. Over \$2.5 million combined from team member contributions and the Foundation match was contributed to more than 900 charities in 2025. This combined giving total was a 30% increase over 2024.



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 over \$52,000 in 2025 for the charities of their choice.

Overall, Zimmer Biomet team members logged more than 11,500 community volunteer hours, helping more than 200 unique charities in 2025. Some of those organizations include [Big Brothers Big Sisters](#), [Prospect Hospice Limited](#), [Habitat for Humanity International](#), [Fundacion Ninos de los Andes](#), [Krebsliga Schweiz](#), [The Samaritan's Purse](#), [Les scouts du Montreal Metropolitan](#) 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 fifth 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](#), [Prospect Hospice](#), [Boys and Girls Club](#), [YMCA](#), [Combined Community Services](#), [Feed My Starving Children](#), [Live Well Kosciusko](#), [Fellowship Missions](#), [Habitat for Humanity](#) and many more.

STEM Education

The Foundation continued its 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 \$135,000 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, fires and flooding and other humanitarian crises.

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 nonprofit organizations aligned with the focus of each group and were included within the Foundation's grant giving in 2025.

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

Zimmer Biomet is the Founding Partner of Nth Dimensions, an educational nonprofit organization dedicated to equipping future physicians with the resources, mentorship and hands-on experience needed for success. We are a corporate partner of the J. Robert Gladden Orthopaedic Society, a multi-cultural organization with a mission to expand representation 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.

[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 commitment to [Movement is Life](#), an independent nonprofit working to improve health outcomes for women by addressing disparities in mobility, joint health and access to care. Through its flagship Operation Change program, Movement is Life expanded community-based initiatives across five U.S. cities, empowering women with the tools, education and support needed to improve mobility and overall health. Through this partnership, the Foundation helps advance community-based solutions that empower women to improve mobility, prevent chronic disease and build healthier lives.

Movement is Life also continues to elevate national dialogue through initiatives such as The Health Disparities Podcast, which now includes a community-focused series, "Let's Talk About Health," designed to bring accessible health conversations directly to the communities most impacted. In addition, the organization is expanding its impact through continuing education modules for healthcare professionals and its annual Movement is Life Summit, which convenes clinicians, researchers, community leaders and policymakers to collaborate on solutions that improve health outcomes for women nationwide.



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 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 comply with the Health Insurance Portability and Accountability Act (HIPAA), General Data Protection Regulation (GDPR), and an expanding landscape of U.S. state comprehensive privacy laws, among other key data protection regulations.

Zimmer Biomet is self-certified under the EU-U.S. Data Privacy Framework for non-HR data and participates in the APEC Cross-Border Privacy Rules system, supporting lawful international data transfers.

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 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.

Responsible Artificial Intelligence (AI)

Zimmer Biomet applies AI across its products, services and operations to drive innovation and improve outcomes for patients and healthcare providers. We are guided by our Principles for Developing and Deploying Responsible Artificial Intelligence, which reflect our commitment to transparency, human oversight, privacy, security, bias mitigation, and compliance with applicable AI regulations. These principles are designed so that users are informed when interacting with AI systems, and healthcare providers retain authority over clinical decisions. We are committed to continuous improvement of our AI governance practices as the regulatory and technological landscape evolves.

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.



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, vulnerability scanning and maintaining key industry certifications. 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). Zimmer Biomet strives to ensure third-party vendor management, governance and data protection programs are aligned to industry standard 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 and Technology Officer, and regular progress updates are presented to the Audit Committee of the Board of Directors, which oversees cybersecurity risk.



GOVERNANCE

2026 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+	●									

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 May 2026, our Board is made up of 10 directors. Our directors 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 Chairman, President and Chief Executive Officer, are independent.

In May 2025, the Board combined the roles of Chairman and Chief Executive Officer under Ivan Tornos. At the same time, the Board designated Michael J. Farrell as Lead Independent Director. The Board’s Corporate Governance Guidelines provide that if the Chairman is not an independent director, the Board will appoint a Lead Independent Director.

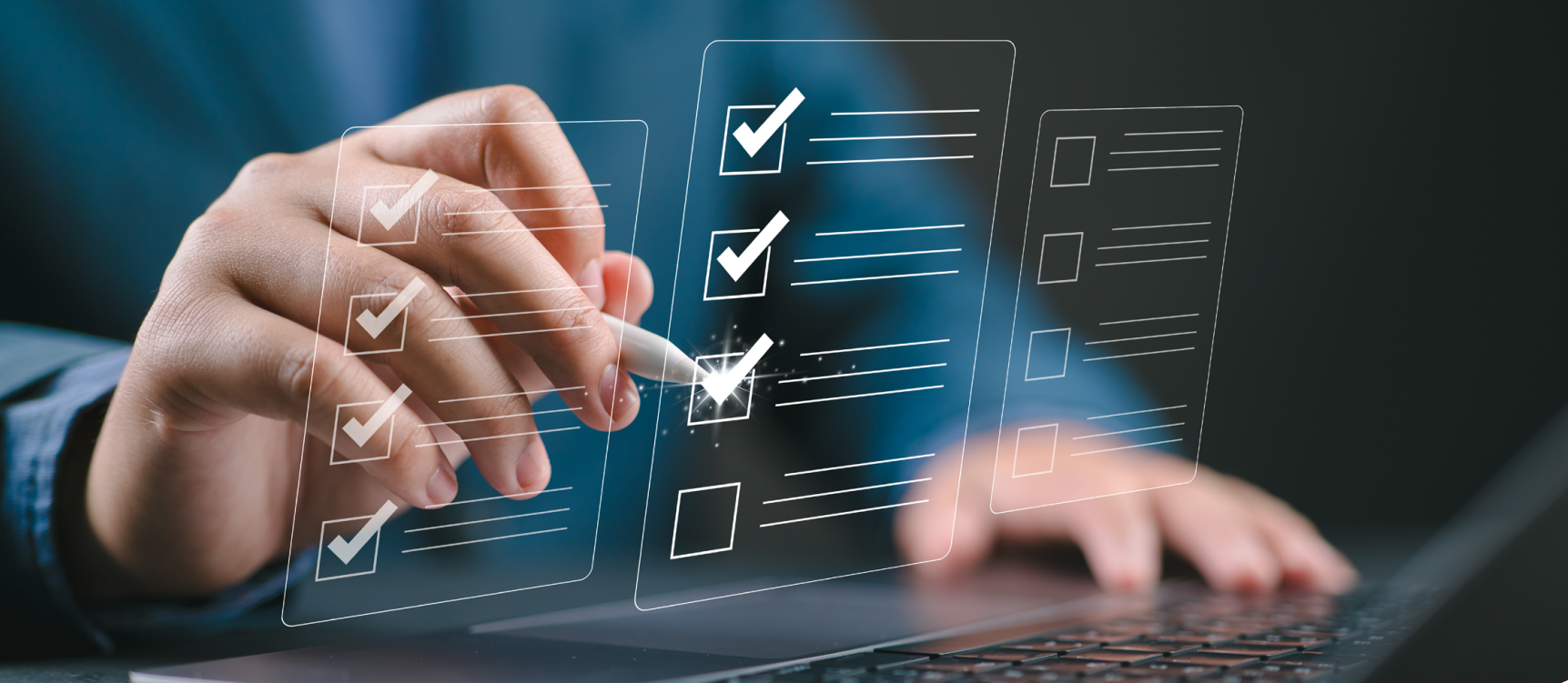
The Corporate Governance Committee of the Board is responsible for reviewing and assessing with the Board, on an annual basis, the experience, qualifications, attributes and skills sought of Board members in the context of our business and the then-current membership of the Board. The Corporate Governance Committee looks

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

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 Board's overall mix of backgrounds, experience and attributes including as to gender, race, ethnicity, national origin, international work experience, disability status and age, to support a range of perspectives and 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 set forth above 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.





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. As a reflection of that commitment, we were recognized as one of the 2025 World's Most Ethical Companies® by Ethisphere. The Global Chief Compliance Officer leads the function and provides overall management of the program. She reports to the

Senior Vice President, Chief Legal and Corporate Affairs Officer and Secretary.

Our global Compliance team consists of 61 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. 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. The training is regularly updated, 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.

The mandatory Code of Business Conduct and Ethics training is assigned annually in the first quarter of the calendar year for all tenured team members. New team members are assigned with the training upon joining the organization. Through 2025, 100% of our team members and Zimmer Biomet's Board of Directors successfully completed the Code of Business Conduct and Ethics training. To measure the effectiveness of our training, we gather feedback through an end-of-course survey. Responses provide insights into team members' training experience, identify strengths and areas for improvement. Through 2025, 95% of our team members rated the Code of Business Conduct and Ethics training as *excellent* or *very good*.

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.

In 2025, we celebrated our 10th annual Compliance Week with the theme "Integrity in Practice," reflecting our shared commitment to ethical behavior – not just as a principle, but as a daily habit. Team members took part in numerous in-person and virtual activities, including discussions with leaders, meet-and-greet events with compliance team members, competitive 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. Through our internal recognition platform, team members can recognize colleagues who go above and beyond in demonstrating exceptional integrity and upholding our highest ethical standards.

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 global winner annually.

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. To ensure program effectiveness and continuous improvement, an independent external review at least every three years is conducted. The results are presented to the Audit Committee and the 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 health care professionals, health care 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, the Anti-Bribery and Anti-Corruption Training is assigned annually in the first quarter of the calendar year for all tenured team members. New team members are assigned with the training

upon joining the organization. Through 2025, 100% of our team members and Zimmer Biomet's Board of Directors successfully completed the Anti-Bribery and Anti-Corruption Training. To measure the effectiveness of our training, we gather feedback through an end-of-course survey. Responses provide insights into team members' training experience, identify strengths and areas for improvement. Through 2025, 95% of our team members rated the Anti-Bribery and Anti-Corruption Training as *excellent* or *very good*.

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 annual Third Party Check-in Program helps strengthen

trusted relationships and verify that our partners meet our 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 2025, 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 health care 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 2025, the audit team conducted 13 audits and 18 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, seven 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 2025, 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 health care 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
- APORMED (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 health care 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 health care 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 domestically and internationally. We also support policies that advance the interests of patients, improve public health and promote innovation and access to health care.

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 health care ecosystem.
- **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 collaborate 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 policymakers 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 bipartisan 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, including fairness, respect and equal opportunity for all.

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, 2025 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 Management 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.

Chicago, Illinois
May 12, 2026



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, 2025, 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 provides 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 types 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 2025.

Table 2: Metrics – GHG Emissions

GHG Emissions Metric ^{1,2,3,6,7}	Quantity
Scope 1 GHG Emissions ⁴	15,094 Metric Tons CO ₂ e
Direct GHG emissions from natural gas, propane, diesel and jet fuel, at the sites defined in Table 1.	
Scope 2 GHG Emissions (location-based) ⁵	98,022 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	22,101 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) Sixth Assessment Report (AR6 – 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 (NG):**

- 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 NG 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:**

- Combustion from emergency and portable generators, powered industrial vehicles (e.g., forklifts), and temporary space heaters used at the Company's sites
- 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
- No estimates were necessary for global propane and diesel usage as actual usage data was available for each site

- **Aviation fuel:**

- Jet fuel (Type A or A-1) from operation of Zimmer Biomet's aircraft used for Company business
- Jet fuel consumption data is sourced from individual aircraft flight logs
- No estimates were necessary as actual fuel burned data was available

Estimated emissions from natural gas account for approximately 2% of the reported Scope 1 GHG emissions

Scope 1 GHG emissions excluded:

Mobile combustion: Combustion from the operation of the Company's diesel and gasoline global vehicle fleet

Fugitive emissions: refrigerant usage at the Company's sites are excluded from the Scope 1 emissions inventory

5. Related to Scope 2 GHG emissions:

- **Purchased Electricity:**

- GHG emissions from the generation of electricity purchased by the Company for use at the Company's sites
- 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

- 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:

- 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
- 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. For CY2025 reporting, two sites received EP CBECS estimations: Austin Monogram and Norfolk

- 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:

- 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 (January 2025)

- Jet Fuel (Jet A or A-1): US EPA MRR Final Rule (40 CFR 98) - Industrial Sector 2013

- Scope 2 GHG emissions (location-based):

- U.S.:

- U.S. EPA Emissions & Generation Resource Integrated Database (eGrid) subregion emission factors (2025 Version with 2023 Data)

- Canada:

- Environment and Climate Change Canada National Inventory Report: Greenhouse Gas Sources and Sinks in Canada (2025 Version with 2023 Data)

- All other countries:

- International Energy Agency (IEA) Emissions Factors (2025 Version with 2023 Data)

- Scope 2 GHG emissions (market-based):

- The Company has six 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. 2) VPPA to purchase renewable energy credits (RECs) to be applied to cover electricity usage at Europe, Middle East and Africa (EMEA) sites. 3) Green Power Contract to purchase renewable energy for our headquarters (Building 3) in Warsaw for the period June 25, 2024 through June 24, 2025 for which the kilowatt hours (kWh) have been applied to reporting year January 1, 2025 through December 31, 2025. The RECs applied in calculating Scope 2 market-based emissions for fiscal year 2025 have been contracted and will be retired before June 30, 2026. 4) Green Power Contract to purchase renewable energy for our Shannon, Ireland manufacturing site. 5) Green Power Contract to purchase renewable energy for our Galway, Ireland manufacturing site. 6) Green Power Contract to purchase renewable energy for our Berlin, Germany manufacturing site. 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 (2025 Version with 2023 Certified Sales data)
7. The methodology used for acquired/divested sites is as follows:
 - In 2025, the Company completed two acquisitions. The data related to the acquisition of Paragon 28 has been included in our Scope 1 and 2 GHG emissions beginning from the date of the acquisition in April 2025. The data related to the acquisition of Monogram Technologies has been included in our Scope 1 and 2 GHG emissions beginning from the date of the acquisition in October 2025
 - In 2025, there were two site closures in Bridgend (UK) and Irvine (California). All 2025 consumption data was collected and accounted for within our 2025 environmental submissions, up until the point of closure. Both sites closed in December.

2025 SUSTAINABILITY ACCOUNTING STANDARDS BOARD INDEX

Topic	Code	SASB Metric	2025 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	9 recalls in 2025
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 35
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	2025 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. 88% 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 22
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 32



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; the transformation of our sales and distribution network in the U.S. and other markets; 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;

risks and uncertainties relating to our ability to successfully execute on our product portfolio rationalization plans; control of costs and expenses; risks related to the ability to realize the anticipated benefits of our acquisitions, including the possibility that the expected benefits from such transactions will not be realized or will not be realized within the expected time period; the risk that acquired businesses will not be integrated successfully; 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, service providers, agents, employees, sales representatives 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 cyber attack, unauthorized access or theft; the outcome of government investigations; the impact of health care reform and cost containment measures, including efforts sponsored by government agencies, legislative bodies, the private sector and health care purchasing organizations through reductions in reimbursement levels, repayment demands and otherwise; the effects of natural disasters, or of legal, regulatory or market measures to address natural disasters; the effects of our commitments, goals and disclosures relating to corporate responsibility matters; 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, health care 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, 2025, 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 statement is applicable to all forward-looking statements contained in this report.