



2023

SUSTAINABILITY
REPORT



TABLE OF CONTENTS

COMPANY PROFILE		SOCIAL - Our Team Members		SOCIAL - Our Patients and Products	
Corporate Overview	5	Talent Acquisition	15	Product Quality	22
Mission and Guiding Principles	5	Internships and Early Career Programs	15	Supplier Code of Conduct	23
Our Approach to ESG	7	Talent Development	15	Supplier Social Responsibility Audits	23
Company Awards	8	Recognition	16	Supplier Diligence	24
		Culture Promises	17	Supplier Quality Audits	24
		Global Leadership Competencies	17	Supplier Diversity	24
		Performance Connections	18	Management of Risks Associated with Use of Critical Materials	25
		Team Member Engagement	18	Animal Testing Policy	26
		Diversity, Equity & Inclusion	19	Clinical Trial Program	26
		Health, Safety & Wellness	20	Clinical Trial Transparency	26
		Flexibility	20	Health Equity and Access to Healthcare	26
		Total Rewards	20	Corporate Grants, Donations and Funding	27
		Pay Equity	21	Product Donations/Medical Missions	27
		Collective Bargaining	21	Zimmer Biomet Foundation	28
		Discrimination Policy	21	Patient Privacy and Data Security	30
				Cybersecurity	31

ENVIRONMENTAL

Environmental Risk Management Policy	10
EHSS Management System	10
Environmental Targets	11

TABLE OF CONTENTS

GOVERNANCE		APPENDIX	
Corporate Governance	33	Report of Independent Accountants Letter	42
Ethical Business Conduct	34	Zimmer Biomet Management Assertion	43
Consistent Global Approach to Policy Management	35	2023 Sustainability Accounting Standards Board Index	47
Continuous Improvement of the Compliance Program	35	Task Force on Climate-related Financial Disclosures (TCFD)	49
Countering Corruption	36	Safe Harbor Statement	50
Speak Up: Zimmer Biomet’s Whistleblower Program	36		
Ethical Marketing	37		
Compliance with Industry Codes	38		
Zimmer Biomet’s Statement of Engagement on Public Policy Issues	39		
Specific Policies of Interest	39		
How Zimmer Biomet Engages in Public Policy	39		
Industry Groups and Trade Associations	39		
Political Contributions	40		

2023 ESG Highlights

OUR MISSION

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

OUR ESG COMMITMENT

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



Environment

Expanded Zero Waste to Landfill (ZWTL) initiative

73%

of solid waste diverted from landfills

61%

of solid waste recycled at 18 ZWTL-certified sites

60%

of our in-scope global network is internally certified

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

OUR SBTI CLIMATE GOALS

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

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

2023 PROGRESS

- ✓ **Reduced our 2023 Scope 1 and 2 (market-based) carbon emissions** by more than 7% from our 2022 levels
- ✓ **Surpassed our 2030 commitment by already reducing 56%** of our Scope 1 and 2 (market-based) carbon emissions
- ✓ **Worked with suppliers** to increase transparency and improve environmental performance

Governance

100%

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

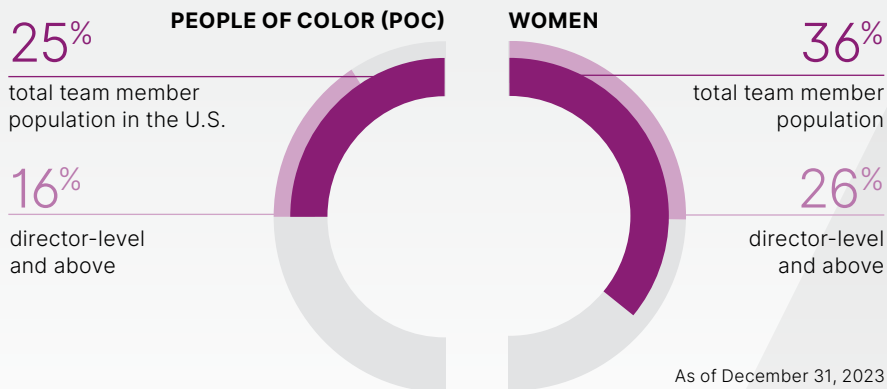
COMMITMENT

to world-class Quality and Compliance

Managerial and Board oversight of quality with internal and external audits

Social

Achieved highest employee engagement levels since our 2015 merger, measured by our annual Engagement Survey in 2023 with improved scores for 100% of the indicators



Increased Women and POC at director-level and above

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

Furthered our commitment to integrating health equity into our business strategy

- Established the **Zimmer Biomet Health Equity division** and launched our Community Centered Care (C3) framework
- Signed the **Global Health Equity Network’s Zero Health Gaps Pledge** in 2024

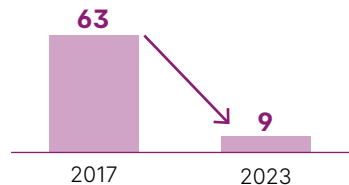
Strong quality focus

ZERO pending FDA Warning Letters

displaying our substantial progress on quality system enhancements and remediation

as of December 2023

Class 1-2 Recalls



COMPANY OVERVIEW

95+

YEAR LEGACY OF INNOVATION AND SUCCESS

~18,000

TEAM MEMBERS WORLDWIDE

~\$7.4 BILLION

FY 2023 NET SALES

100+

COUNTRIES WHERE ZIMMER BIOMET
SOLUTIONS ARE USED

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

With more than 95 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 [Twitter](#) and [LinkedIn](#).

OUR MISSION

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

GUIDING PRINCIPLES

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

ABOUT THIS REPORT

This report highlights our commitment to sustainability, and it provides an overview of our governance, policies, programs and performance around Environmental, Social, and Governance (ESG) matters important to Zimmer Biomet Holdings, Inc. (“Zimmer Biomet,” “we,” “us,” “our,” “the Company”) and its global subsidiaries. Unless otherwise stated, this report covers Zimmer Biomet’s performance in fiscal year 2023, ending December 31, 2023. We report using the following standards: Sustainability Accounting Standards Board (SASB) and Task Force on Climate-related Financial Disclosures (TCFD).

A MESSAGE FROM OUR CEO



For nearly 100 years, Zimmer Biomet has been a bold problem-solver. Our legacy of innovative products and technologies, fueled by the commitment of our approximately 18,000 team members, provides the foundation for our Mission today: to alleviate pain and improve the quality of life for people around the world.

Our Three Key Priorities guide our accountability to patients, customers, team members and the world we share:

- **People & Culture:** By having the right people in the right roles within the right culture while fostering an inclusive, empowering workplace, we ensure our team members can thrive in an environment that values diversity and authenticity.
- **Operational Excellence:** By optimizing our processes, focusing on efficiency and effectiveness, we meet the needs of our customers and patients reliably, consistently and more sustainably.
- **Innovation & Diversification:** We innovate and diversify our business through internal and external R&D programs, addressing evolving challenges as a leader in responsible, ethical business practices.

I am incredibly proud of how we advanced our 2023 Environmental, Social and Governance initiatives—aligned to our Three Key Priorities—achieving milestones that demonstrate accountability and growth, while delivering value for our patients, customers and team members.

Key highlights include:

- **Achieving the highest ever employee engagement levels since our 2015 merger.** Our company-wide engagement index score increased a remarkable 7 points over 2022 results, with improved scores for 100% of the indicators.
- **Furthering our commitment to integrating health equity into our business strategy.** Our new Community Centered Care (C3) framework aims to increase patient access to

quality care within underserved communities. The framework implements a multi-pronged approach that engages the health network to collaborate on insights and innovation to improve patient outcomes.

- **Continuing to make progress toward reaching our SBTi-approved goals of reducing carbon emissions.** We reduced our 2023 Scope 1 and 2 (market-based) carbon emissions by more than 7% from our 2022 levels. Additionally, Zimmer Biomet is working with suppliers to increase transparency and improve environmental performance.
- **Expanding Zero Waste to Landfill (ZWTL) initiative.** The flagship program aims to have no waste sent directly to landfill for disposal. In 2023, we moved this global initiative forward with 18 sites now internally certified, representing 60% of our in-scope global network.
- **Zero pending FDA Warning Letters as of December 2023.** As part of our commitment to drive greater accountability for compliance with, and sustained improvements in, our global quality system, we cleared our single outstanding FDA Warning Letter in December 2023.
- **Continuing our focus on quality management programs and performance.** For the second year in a row, Zimmer Biomet maintained fewer than 10 product recalls in the year.

We have millions of people depending on our Mission. We have amazing, dedicated team members delivering on our commitments every single day. And we have one planet to share.

One Mission. One team. One world. *Our responsibility.*

A handwritten signature in black ink, appearing to read 'Ivan Tornos', written over a light blue horizontal line.

Sincerely,
Ivan Tornos
President and CEO, Zimmer Biomet

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

OUR APPROACH TO ESG

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

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

In 2022, we established a Zimmer Biomet function responsible for building and executing a comprehensive strategy around ESG initiatives under the Communications & Administration team. That team continues to oversee all ESG activity and the ESG Working Group.

The ESG leadership team, along with the full ESG Working Group, meets monthly to discuss Zimmer Biomet’s ESG initiatives and to identify ways to enhance our ESG program. The ESG Working Group is a global, cross-functional team representing 12 Zimmer Biomet functions critical to executing on our ESG goals. Our Chief Executive Officer and Chief Financial Officer receive monthly ESG progress updates.

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

COMPANY AWARDS



America’s Greatest Workplaces for Diversity 2024 by Newsweek



America’s Greenest Companies 2024 by Newsweek



America’s Greatest Workplaces for Women 2024 by Newsweek

America’s Greatest Workplaces for Job Starters 2024 by Newsweek



ENVIRONMENTAL

Environmental Risk Management Policy

Consistent with Zimmer Biomet’s Mission, [Code of Business Conduct and Ethics](#) and the [Environmental, Health, Safety and Sustainability \(EHSS\) vision](#), 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, with a focus on fighting climate change.

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

EHSS Management System

Our Environmental Risk Management Policy is supported and executed by a robust EHSS Management System that delivers six main outcomes:

Compliance

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

Continuous Improvement

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

Business Integration

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

Environment & Climate Change

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

Health & Safety

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

Communication & Education

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



Zero Waste to Landfill

Zimmer Biomet continues to position Zero Waste to Landfill (ZWTL) as a flagship program that establishes excellence in waste management. In 2023, we had 18 sites internally certified in ZWTL, an increase of 3 sites since 2022. ZWTL sites now represent 60% of the in-scope global network.

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

Additionally, we diverted 73% of our waste from landfill in 2023. As we reduce our landfill waste, we continue to also find ways to increase recycling. In 2023, we recycled 61%, an increase of 3% compared to 2022.



Community Collaboration

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

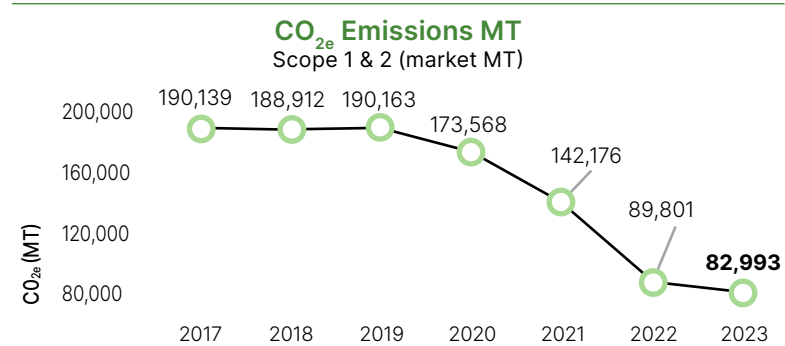
Environmental Targets

Environmental issues and the threat of climate change require an urgent and immediate response. In 2020, Zimmer Biomet publicly

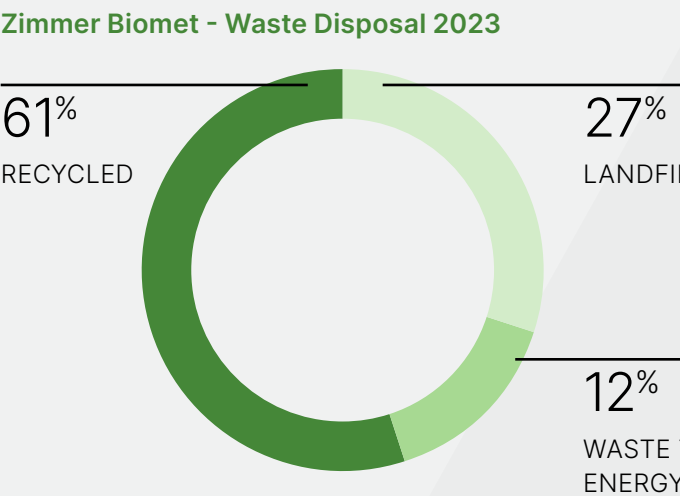
committed to setting science- based targets, which in 2021 were approved by the [Science Based Targets initiative \(SBTi\)](#).

We have committed to reduce our absolute Scope 1 and 2 greenhouse gas (GHG) emissions 55% by 2030 from a 2017 base year. We have also committed to reduce absolute Scope 3 GHG emissions from purchased goods and services 15% by 2030 from a 2019 base year. More than 68% of suppliers in our supply chain that were requested for GHG emissions responded to our disclosure requests in 2023, furthering our efforts to reduce our carbon footprint and improve environmental performance through engagement with our suppliers.

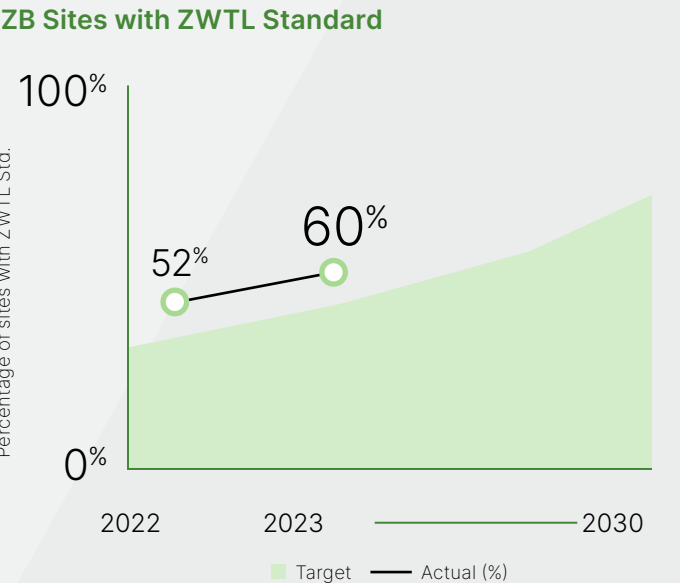
In September 2023, Zimmer Biomet made a formal commitment, with SBTi, to reach Net-Zero GHG emissions by 2050.



Zimmer Biomet continues to leverage the Virtual Power Purchase Agreement (VPPA) that was negotiated in 2021 with a large-scale solar farm, Prospero II, that for 2023, produced more than 163,000MWh of clean electricity — which equates to more than 72,000 metric tons of CO2 emissions representing almost 60% of renewable energy for Zimmer Biomet’s 2023 Scope 2 (market-based) GHG emissions.



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



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

In 2023, our Ireland manufacturing sites installed nearly 5,000 solar panels on the rooftops of both locations (Shannon and Galway), which we project will annually generate 1.3 megawatts of electricity and offset 1.1 metric tons of CO2 emissions annually. Additionally, sites in Warsaw, Indiana began the implementation of a native plantings that returned more than 25 acres of maintained grass into a natural habitat of indigenous plants. We expect the project will create more than 42 metric tons of CO2 avoidance and absorption annually.

We participate in the Carbon Disclosure Project (CDP), and received a Climate Change 2023 rating of A as well as a Supplier Engagement Rating (SER) rating of A. (See our grades at [Scores-CDP](#).) The Supplier Engagement Rating (SER) assesses performance on governance, targets, Scope 3 emissions and value chain engagement in the CDP Climate Change questionnaire. Engagement in our supply chain is a key part of our environmental leadership strategy, and we received a 2023 SER rating of A. Making the A-List for both Climate Change and Supplier Engagement places Zimmer Biomet in the Leadership Band globally with scores well above the medical device industry average score of C.

Task Force on Climate-related Financial Disclosures (TCFD)

Zimmer Biomet intends to continue using the TCFD framework to help govern, identify and manage climate-related risks and opportunities. In our appendix you will find additional information about Zimmer Biomet's use of the TCFD framework.





SOCIAL



OUR TEAM MEMBERS

One of Zimmer Biomet's strategic outcomes is our commitment to being a Best and Preferred Place to Work (BPPTW). It is about winning the hearts and minds of our team members and is focused on four tenets:

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

it comes to life in our Diversity, Equity and Inclusion strategy and in our commitment to 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 member 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.

BEST & PREFERRED PLACE TO WORK



BE A DESTINATION WORKPLACE



Talent Acquisition

We believe our efforts to broaden our reach into more diverse talent pools enables us to further our strategy of obtaining the best talent. Our talent teams partner with our employee resource groups (ERGs), hiring managers and executive sponsors to continuously broaden the reach of our talent pools by engaging with various national and campus partnerships such as: National Association of Asian American Professionals, Society of Asian Scientists and Engineers, Executive Leadership Council, Lean In, Hire Our Heroes, Human Rights Campaign, National Sales Network, Catalyst and Hispanic Alliance for Career and Enhancement.

Internships and Early Career Programs

We equip our interns with experience and leadership skills to become the next generation of bold innovators. We offer internship and early career programs primarily in the U.S. with plans to expand further in our locations outside of the U.S.

We provide curated, enriching and rigorous internship programs tailored to students aspiring to pursue careers in Finance and Engineering, 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 extend the opportunity for full-time roles upon graduation.

Our full-time Finance rotational development program is a launching pad for college graduates. Participants rotate across global business areas for a diverse view of their function and its processes. This program also provides early career hires with mentors from our global ERGs, professional development and social events.

Approximately 60% of our finance summer interns in 2023 received a full-time job offer into our Finance rotational program, which includes a competitive salary, sign-on bonus and full benefits.

Talent Development

Development comes from diverse experiences, not just programs or courses. We invest in team member development and deliver programs that help prepare leaders. We also identify opportunities for internal mobility, giving team members at all levels development experiences that keep them growing and engaged with Zimmer Biomet.

In 2023, we launched Learn & Lead, comprising several new leadership development programs:

- **Executive Leadership Program:** A 12-month program, anchored in our strategic priorities, that connects high-potential leaders, globally, to improve their self-awareness, sharpen their leadership capabilities, strengthen their strategic execution and expand their business knowledge and network. Used as a key tool to prepare ready-now successors for senior-level leadership roles, 27% of the cohort was promoted during 2023 alone.
- **Women in Leadership Program:** A cohort-based 10-month global program focused on empowering high-potential leaders with the understanding of the unwritten rules that can often hold back women's careers, building the confidence and connection that help to enable career progression. In addition to high-potential women, the program is also open to men who have an interest in learning about some of the barriers women encounter during career progression.

IGNITE

Celebrating The Power of Us

225

MENTOR/MENTEE PAIRS WERE MATCHED

- New Leader Program: A cohort-based 6-month global program designed to help build core leadership skills for leaders who are new to a leadership role at Zimmer Biomet, including emotional intelligence, coaching and feedback and developing high performing teams.

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

- Speexx, is our new language learning platform.
- Crucial Conversations focuses on effective communication and dialogue skills.
- Insights Discovery is a psychometric tool to help team members understand themselves and others and how to make the most of workplace relationships.
- Coursera is an online learning platform that delivers robust, certificate-based content in partnership with major colleges, universities and corporations.

Also, in 2023, we entered into a partnership with LinkedIn Learning as our global, enterprise-wide learning content platform, with plans to implement by mid-2024.

We continue to improve our Learning Management System, which includes 34,000 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 2023, more than 225 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 2023, we had more than 100,000 moments of recognition, reaching 74% of our global team.

74%

OF GLOBAL TEAM MEMBERS RECOGNIZED



SHAPE TOMORROW

We **Shape Tomorrow** by seeking bold possibilities, using insights and experience to deliver on our mission.



IGNITE COLLABORATION

Ignite Collaboration is our promise to foster an inclusive and collaborative environment that empowers our team members.



FOCUS TO WIN

With a **Focus to Win**, we are proactive and agile to deliver winning outcomes and drive our business forward.

Culture Promises

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

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

Global Leadership Competencies

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

Used throughout the team member career journey, our Global Leadership Competencies are integrated into interview questions, learning and development programs, manager 360 reviews, and in 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.

83%

ENGAGEMENT SURVEY RESPONSE RATE

Team Member Engagement

In 2023, Zimmer Biomet re-certified in the U.S. as a Great Place to Work®. In addition, certification was awarded in Poland, Puerto Rico, Switzerland and India. 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 become a Best and Preferred Place to Work, guided by our culture promises, that provide a foundation for our team members to feel a sense of belonging so they can thrive.

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

respective action plans are shared with our Board of Directors and our team members.

For our 2023 annual Engagement Survey, we had a strong survey response rate of 83%, hearing from more than 14,600 team members around the globe. Our company-wide engagement index score increased a remarkable 7 points more than 2022 results, with improved scores for 100% of the questions asked.

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.

Diversity, Equity & Inclusion

Zimmer Biomet remains committed to fostering diversity, equity and inclusion, (DEI) within Zimmer Biomet and in the communities that we serve. As a med-tech company, we rely on diverse perspectives to drive our business forward by identifying new ways to serve patients and innovative ideas to address the most pressing challenges facing the orthopedic profession. In our minds, equity means fairness, and we seek to ensure that our team members and the diverse communities we support are treated fairly. Inclusion means striving to make our team members feel a sense of belonging regardless of their backgrounds. These values are reflected in our work by elevating the role of employee resource groups within Zimmer Biomet and our philanthropic support of community groups and other organizations driving meaningful change. Our Vice-President of Diversity, Equity and Inclusion maintains managerial oversight of our DEI initiatives and programs.

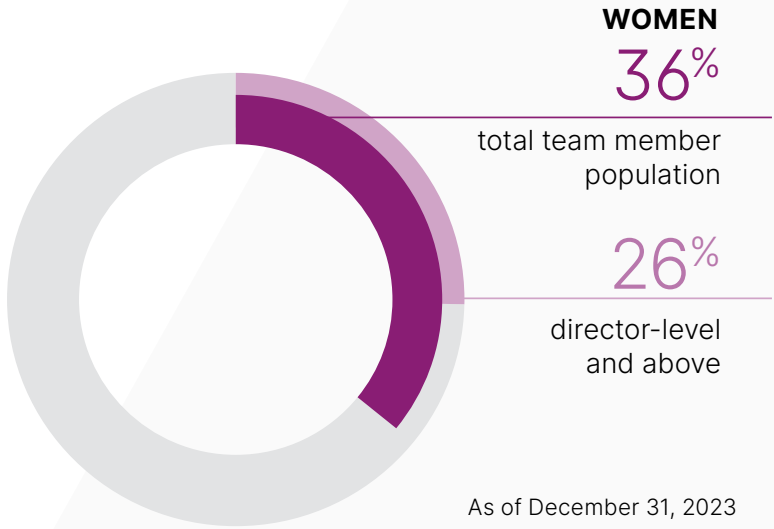
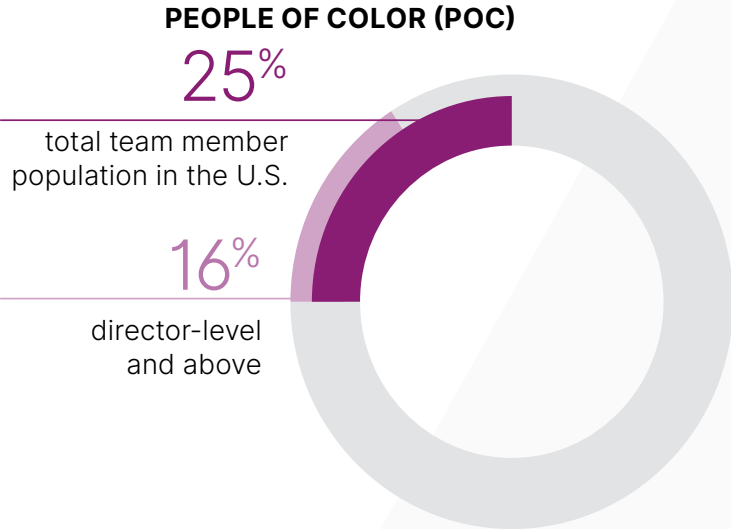
We believe that representation matters. As of December 31, 2023, women made up 36% of our total team member population and 26% of positions at director-level and above. People of color (POC) made up 25% of our total team member population in the U.S. and comprised 16% of positions at director-level and above.

Zimmer Biomet has established 2026 representation goals for woman and POC at director-level and above. These aspirational goals were established by conducting statistical analysis to identify areas of underrepresentation. These goals guide Zimmer Biomet’s efforts to broaden our representation, which we believe will enable us to better serve the diverse communities in which we operate. While these goals serve as measures of progress against our efforts, Zimmer Biomet remains committed to equal opportunity employment and does not use these goals to make employment decisions.

We are pleased to make available our EEO-1 information, which can be found here: [link](#).

Core to our values is our commitment to stand together against hatred, discrimination and injustice. We advance these values through our actions and investments.

Additionally, our eight global ERGs continue to contribute to the organization. ERG membership is more than 15% of our total organization. Our ERGs also receive funding from the Zimmer Biomet Foundation, Inc. to support communities and partnerships aligned to our Mission. Our cultural awareness and inclusion programming continues to expand and all team members have access to DEI learning through our learning management system.



Health, Safety & Wellness

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

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

Flexibility

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

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

Safety

Our environmental, health and safety team continuously monitors our safety environment. In 2023, our Total Recordable Incident Rate, which is defined as recordable incidents multiplied by 200,000 hours worked, divided by total hours worked, was 0.23, and our Lost Time Incident Rate, which is defined as lost time incidents multiplied by 200,000 hours worked, divided by total hours worked, was 0.13.

Total Rewards

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

We understand how critical well-being is for our team members and their families. Globally, initiatives are in place or being implemented to reduce physical and mental health risks, improve the quality of life for our team members and provide health-promoting activities that support sustainable behaviors. Also, in recent years, we have focused on key areas for women, family and individual health.

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 benefits such as transgender surgery/medical benefits



MENTAL HEALTH

Resilience through normal stresses of life, change and challenges

With a focus on reducing stress and managing depression and anxiety



PHYSICAL HEALTH

Energy needed to thrive and complete your daily living tasks

With a focus on fitness, nutrition and sleep



FINANCIAL HEALTH

Confidence to manage everyday and future finances

With a focus on security, freedom and growth



SOCIAL HEALTH

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

With a focus on connections, relationships and support



Pay Equity

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

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

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

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

Collective Bargaining

Zimmer Biomet has approximately 18,000 active team members globally—fewer than 100 are affiliated with a U.S. collective bargaining agreement.

Discrimination Policy

Zimmer Biomet is an equal opportunity employer and is fully committed to a policy of 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 – as well as to provide a work environment in which all team members are treated with respect and dignity that is free of harassment based upon an employee’s – race, color, ethnic origin, nationality, national origin, religion or belief, sex, sexual orientation, gender reassignment, age, marital or civil partnership status or disability.

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

OUR PATIENTS AND PRODUCTS

Product Quality

Zimmer Biomet is committed to best-in-class product quality and ensuring the strength and effectiveness of our Quality Management System (QMS). This is supported by a single global quality management system structure, manual, and global procedures which are adopted by all ZB sites.

Every site has a stringent internal quality audit program. In addition, we have an independent corporate quality audit program which conducted 43 quality audits in 2023. ZB is also audited periodically by external regulatory bodies such as the U.S. Food and Drug Administration (FDA) and other regulatory and nongovernmental competent authorities around the world.

There have been Zero FDA enforcement actions taken in 2023 in response to violations of current Good Manufacturing Practices (cGMP). 91% of Notified Body Audits in 2023 resulted in 0 Major 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. In addition, the Quality, Regulatory and Technology Committee of the Board of Directors receives a comprehensive Quality presentation at each quarterly meeting.



PENDING FDA WARNING LETTERS

Year	Class 1 Recalls	Class 2 Recalls	Class 3 Recalls	Warning Letters Received	Warning Letters Resolved	Open Warning Letters
2017	1	62	0	0	1	3
2018	1	48	0	1	0	3
2019	1	24	0	0	1	3
2020	1	21	0	0	1	2
2021	0	4	0	0	0	1
2022	1	9	0	0	0	1
2023	0	9	0	0	1	0

Note: The recall quantities are based on the calendar year that Zimmer Biomet reported the recall to FDA

We have multiple manufacturing sites proactively participating in the Medical Device Innovation Consortium (MDIC) and the FDA Case for Quality Voluntary Improvement program. Furthermore, we 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. 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.

In recent years, Zimmer Biomet has made substantial progress on quality system enhancements and remediation across our organization. As of December 31, 2023, we have Zero pending FDA Warning Letters at any ZB site globally. A Warning Letter

pertaining to our Warsaw Indiana North Campus facility issued in 2018 was resolved / closed in December, 2023. Warsaw Indiana North Campus’ partnership with MDIC and FDA via participation in the Case for Quality ASC (Accelerate Sustainable Capability) Pilot Program lasted 18 months concluding in 2023. This program accelerated our efforts to improve product quality and safety, enable compliance actions to be closed faster, and structure systems for sustainable continuous improvement.

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 invested and trended, coordinates reporting with regulators, and implements corrective actions as necessary. In 2023, Zimmer Biomet initiated 9 voluntary FDA reportable recalls and all were categorized as Class 2 by FDA.

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. Performance has been stable in the single digit range the past 3 years with 2023 at 9 recalls compared to 63 in 2017. In addition to this, the ratio of recalls classified by FDA per \$1b in revenue declined to 1.22 in FY23 compared to 1.30 in FY22.

The ratio of recalls classified by the FDA per \$1b in revenue declined to 1.22 in FY 2023 compared to 1.30 in FY 2022.

[Medical Device Recalls \(fda.gov\)](https://www.fda.gov/medical-devices/safety-issues/medical-device-recalls)

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 2023, 19 MDSAP audits were conducted across the Zimmer Biomet network, resulting in continued MDSAP certification for all sites from our notified bodies with 58% of MDSAP audits resulting in zero findings.

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. A Product Lifecycle Management tool is amid global implementation to simplify regulatory compliance while increasing new product speed to market. Use of this tool allow resources to work together across the network seamlessly and develop a unified approach to completing deliverables.

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



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

Additionally, we are working toward compliance and certification with the European Union Medical Device Regulation (EU MDR) standards and made significant progress in 2023:

- Achieved a milestone in our EU MDR Program by successfully submitting 100% of certificates to the Notified Body
- Maintained efficiency and effectiveness in our recertification processes, with an average time in line with industry benchmarks

To ensure full organizational alignment and commitment with Quality priorities the Corporate Bonus had a network quality modifier added to the bonus program for all employees in 2023.

Supplier Code of Conduct

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

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

We have also taken steps to ensure that slavery and human trafficking are not taking place in our supply chains or any part of our business operations through the UK Modern Slavery Act of 2015 and the California Transparency in [Supply Chains Act of 2010](#).

Supplier Social Responsibility Audits

Zimmer Biomet conducts Social Responsibility audits with all new suppliers in high-risk regions and on existing suppliers every three years. Thirty suppliers were audited in 2022 with two major findings which are now remediated. The audit investigates child labor; forced labor and human trafficking; disciplinary practices; working hours and compensation; environmental protection; health and safety; and management practices.



Supplier Diligence

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

Supplier Quality Audits

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

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

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

Supplier Diversity

We believe that a diverse supply chain strengthens our ability to carry out our Mission and improve the communities in which we live and work. Our Supplier Diversity Policy in the U.S. assists in establishing and maintaining business relationships with suppliers that are either certified in diverse categories by the Small Business Administration or self-certified, where applicable.

Our Small Business Liaison Officer (SBLO) is an administrator for the Supplier Diversity Program. The SBLO ensures that documentation of procurement levels, broken down by supplier classification, is prepared as requested by government agencies and contract groups. Annual Summary Subcontract Reports and Year End Supplementary Small Disadvantaged Business (SDB) Reports are submitted pursuant to requirements of the Department of Defense.

Zimmer Biomet's diversity reporting obligations to the U.S. Federal Government include spending in the U.S. and Puerto Rico in the following six diverse supplier categories annually:

1. Historically Underutilized Business Zone Small Business
2. Service-Disabled Veteran-Owned Small Business
3. Small Business
4. Small Disadvantaged Business
5. Veteran-Owned Small Business
6. Women-Owned Small Business

In addition, we report our supplier diversity spend to customers in proportion to their value of Zimmer Biomet's total U.S. sales, when requested. These additional categories include:

1. Minority Owned Business
2. Woman Owned (Large and Small) Business

In 2023, approximately 16% of our U.S. supplier spend was with U.S. suppliers in designated diversity categories as defined in our Supplier Diversity Policy.

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, using a scale of 1-100 to understand the overall financial health of these suppliers. If a supplier scores below 40, it is considered to have a substantive strategic impact on our business.

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





Animal Testing Policy

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

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

Clinical Trial Program

We operate a robust global clinical research program in which we strive to collect meaningful clinical evidence to support our vast 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. In all instances, these programs and teams 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 clinical research from our clinical trials is qualified and reliable and can be used by regulatory authorities globally. As part of our procedures, clinical trials are reviewed and approved by several cross-functional internal committees, including a Clinical Investigation Review Committee and a Clinical Research Review Committee.

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

Clinical Trial Transparency

We support clinical research to foster advances in clinical knowledge and furthering medical device development related to our products and programs. Clinical trial transparency is required to appropriately contribute to and comply with the International Committee of Medical Journal Editors initiative and Food and

Drug Administration Amendments Act requirements by utilizing ClinicalTrials.gov to register our active clinical studies and study results once they are available. All study results are posted, regardless of whether the trial is deemed successful or failed to meet the primary end point. A sample listing of Zimmer Biomet clinical trials can be found at [ClinicalTrials.gov](https://clinicaltrials.gov).

Health Equity and Access to Healthcare

Building on our well-established legacy of addressing healthcare disparities through our philanthropic efforts, in 2023, we established the Zimmer Biomet Health Equity division to integrate health equity goals into the Company’s business strategy. Our Corporate Governance Committee of the Board reviews and considers our initiatives related to promoting access to healthcare.

In 2023, the Health Equity division assembled a 12-member strategic advisory board of surgeons and is currently working on building a Community Centered Care (C3) framework which aligns the interests and incentives of surgeons, hospitals, payors and the community to increase patient access to quality care within underserved communities.



The C3 framework implements a multi-pronged executional approach that includes engaging surgeons in target communities, increasing minority representation among the next generation of orthopaedic surgeons and forging partnerships with renowned healthcare and research institutions to collaborate on insights and innovation to improve patient outcomes. Long-term, the Health Equity division hopes to establish healthy living villages in underserved communities that provide residents with access to wellness services and quality medical care to holistically support their health and well-being.

In February 2024, we signed the Global Health Equity Network’s (GHEN) [Zero Health Gaps Pledge](#), a commitment from CEOs across industries and regions for their organizations to embed health equity in core strategies, operations and investments.

Corporate Grants, Donations and Funding

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

In 2023, 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.

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 medical mission trips in 2023 to help patients in need around the globe. The number of trips in 2023 was more than 30% higher than in 2022. 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 One World Surgery, Bayside Medical Missions, Operation Walk, Great Lakes Orthopedic Relief International, Canvasback Missions, LIFE International and many more—to care for underprivileged patients in need in Dominican Republic, Honduras, El Salvador, Tanzania, Ecuador, Uganda and beyond.

We continue to support charitable surgeries in the U.S. by donating implants through [Americares](#), a nonprofit that saves lives and improves health for people affected by poverty or disaster so they can reach their full potential. In 2023, Americares was able to support 21 charitable surgeries in the U.S. with Zimmer Biomet implants. This includes the support towards [Operation Walk USA's](#) annual campaign to restore mobility.



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

From supporting Zimmer Biomet team members' charitable programs, to funding community efforts in line with its outcomes, the Foundation donated nearly \$4.5 million in charitable grants in 2023.

Zimmer Biomet Team Member Programs

The Foundation continued the Team Member Relief Fund to support team members facing financial hardship due to personal or catastrophic reasons, including Hurricanes Fiona and Ian. Since its inception, the Fund has provided more than \$1.7 million in relief grants to team members.

In addition, the Foundation matched team member donations to nonprofit organizations with a dollar-for-dollar match. More than \$1,100,000 combined from team member contributions and the Foundation match was contributed to



more than 600 charities in 2023. This combined giving total was 20% more than in 2022.

We proudly support team members volunteering in their communities and abroad by offering resources to match team members with volunteer opportunities and work policies that allow them to take the time to support their community. For example, Zimmer Biomet's "Dollars for Doers" program enables team members to earn Foundation grants to charities by logging their volunteer hours. Team members who took advantage of this program earned more than \$35,000 in 2023 for the charities of their choice.

Overall, Zimmer Biomet team members logged more than 8,900 community volunteer hours, helping more than 220 unique charities in 2023. Some of those organizations include Feed My Starving Children, Prospect Hospice Limited, Habitat for Humanity International, Big Brothers Big Sisters 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 third year, 15 recipients were selected to receive \$2,500 each for educational costs toward college expenses.

Healthy Communities

The Foundation and Zimmer Biomet support a number of activities and initiatives to improve the health and wellness of our communities. Zimmer Biomet and the Foundation support numerous organizations making a positive impact in the Warsaw area and in other communities in which Zimmer Biomet team members live and work, including Cardinal Services, Wings for Life, Prospect Hospice, Boys and Girls Club, YMCA, United Way and many more.



STEM Education

The Foundation continued support of the Indiana Chamber Foundation's Accelerating Indiana Vision 2025 program. The initiative includes several dimensions, including broadband access, urban development, K-12 STEM curricula and advancing Diversity, Equity and Inclusion. The Foundation continued support of STEM-related activities through the local school system in Warsaw, Indiana, home of Zimmer Biomet's global headquarters.

Disaster Relief

The Foundation gave \$90,000 in grants to organizations (\$40,000 to Direct Relief and \$50,000 to the Red Cross), providing valuable response and relief efforts to those affected by earthquakes in Turkey and Morocco, as well as victims of the Palestine/Israel conflict.

Advancing Diversity, Equity and Inclusion

The Foundation has partnered with many nonprofit organizations to advance diversity, equity and inclusion, particularly related to disparities and career development in healthcare. Continued collaboration with Zimmer Biomet's global employee resource groups helped identify non-profit organizations aligned with the focus of each group and were included within the Foundation's grant giving in 2023.

We also provided funding to support programs that promote diversity and multiculturalism in medical schools and in surgeon professional development, as well as industry minority initiatives to raise orthopedic treatment awareness and support higher education. For example we provide support to The Perry Initiative, which is committed to inspiring young women to be leaders in the fields of orthopedic surgery and engineering.

Zimmer Biomet is the Founding Sponsor of Nth Dimensions, an educational nonprofit organization created to help increase diversity of women and underrepresented minorities in the field of orthopedics, including pre-medical students, medical students and residents. We are a corporate partner of the J. Robert Gladden Orthopaedic Society, a multi-cultural organization with a mission to increase diversity within the orthopedic profession. We also provide support to the Ruth Jackson Orthopaedic Society, which is dedicated to advancing the science and practice of orthopedic surgery among women, as well as the American Association of Latino Orthopaedic Surgeons, which represents not only members of Latino descent, but all orthopedists who treat members of the Latino and Hispanic communities. Additionally, the Zimmer Biomet Foundation supported Orthopaedic Research and Education Foundation (OREF) and their OREF/JRGOS Diversity, Equity, Inclusion and Disparities in Orthopaedic Health Care Research Grant.

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

Movement is Life™

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

Movement is Life held its 2023 annual health equity summit in November 2023, in Washington, DC. This event brought together stakeholders from diverse backgrounds to discuss health equity challenges and solutions. Several Zimmer Biomet team members attended the Caucus in support of efforts towards the elimination of health disparities.

Patient Privacy and Data Security

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

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

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

Privacy

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

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

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

Security

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

Data Usage

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

Ownership

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

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

Digital Health Product Security

Zimmer Biomet's Global Digital Health Product Security Program is centered on enabling the efficient and effective continuous improvement of our Total Product Life Cycles (TPLCs) and Software/System Development Life Cycles (SDLCs) for our increasing portfolio of digital health technologies, medical devices, products and services. This is done by integrating Secure TPLC/SDLC leading practices at the forefront and throughout the lifecycles in support of our commitment to the highest standards of patient safety, quality and integrity, as well as in alignment with the guidance and expectations of the FDA and other governing bodies and agencies around the world. Additionally, in partnership with key cross-functional stakeholders across the global enterprise, we have achieved and sustained ISO/IEC 27001 Certification for our Surgery Planning Ecosystem for the past two 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 and several facilities in three countries (with planned expansion) for Patient-Specific Instruments (PSI) and Patient-Matching Implants (PMI) (e.g., patient-specific surgical plans for our ROSA® Recon).

Cybersecurity

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

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

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

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





GOVERNANCE

CORPORATE GOVERNANCE

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

As of March 17, 2024, our Board is made up of 11 directors; the Board nominated ten to stand for election as directors at our May 2024 Annual Meeting. The ten director nominees were nominated based on their skills, experiences, backgrounds and the needs of the Board and our Company. Every director must stand for election annually. At all times, a majority of the Board of Directors must meet the criteria for independence established by applicable laws and regulations and the New York Stock Exchange. All our directors, except our Director, President and Chief Executive Officer, are independent.

Race, ethnicity, gender and LGBTQ+ status are self-reported by directors in their annual directors’ and officers’ questionnaires. Diversity, equity and inclusion data is not standardized and director responses are not required.

A mark indicates a specific area of focus or expertise that the director brings to our Board. The matrix above 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.

2024 Director Nominees	Begley	Bernard	Farrell	Hagemann	Higgins	Hilado	Jafry	Kolli	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	M	F	M	M	M	F	M	F	M	M
Racially/Ethnically Diverse						●	●	●		●
LGBTQ+		●								



Ethical Business Conduct

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

A Comprehensive Compliance Program

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

Our global Compliance team consists of 80 highly skilled and dedicated lawyers and compliance professionals, located in countries around the world. The three regional compliance teams support Zimmer Biomet's commercial interests in the Americas; Asia Pacific (APAC); and Europe, Middle East, & Africa (EMEA), while global compliance teams handle proactive risk assessments, compliance operations, investigations, audit and monitoring, third-party due diligence, trade compliance and overall compliance program management. We ensure all team members receive the training, tools, guidance and resources necessary to perform their jobs in a legal, ethical and compliant manner.

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

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

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

- The Global Arrangements Review Committee: Responsible for ensuring all engagements with healthcare professionals (HCP) are free from potential conflicts of interest.
- The Product Development and Evaluation Review Committee: Responsible for the review of all proposals related to HCP involvement in new technologies.
- The Clinical Research Review Committee: Responsible for evaluating proposals and determining the needs of the Company with respect to the ongoing clinical evaluation and clinical science of our products.

Code of Business Conduct and Ethics

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

The Zimmer Biomet Code of Business Conduct and Ethics (the Code) defines the expectations for how we can deliver high performance with high integrity and articulates the ethical standards that we are accountable for upholding. To ensure team members and business partners have access to the Code in their preferred language, it has been translated into 30 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. All tenured team members must also be retrained annually. The training is interactive and designed to be time-efficient, while still providing up-to-date content on company policies, laws, regulations and applicable industry codes of ethics as well as information on how to navigate ethical dilemmas. The course is available in 16 languages and includes our Conflicts of Interest certification.

In 2023, 100% of our global team members and Zimmer Biomet’s Board of Directors successfully completed the Code of Business Conduct and Ethics training.

A Strong Culture of Ethics and Integrity

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

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

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

The 2023 theme was “Winning with Integrity,” which served to remind team members of the importance to do the right thing every day, so we can deliver on our Mission and business goals compliantly. Team members took part in numerous in-person and virtual activities including discussions with leaders and

external speakers, meet-and-greet events with compliance team members, competitive compliance contests across various countries and educational trivia contests.

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

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

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

Team Member Feedback: We gather feedback and measure the effectiveness of our efforts to increase awareness and understanding by including targeted questions in the annual Zimmer Biomet team member engagement survey. Responses provide insight into team member experiences and identify strengths and areas of opportunity. In 2023, 87% of survey respondents gave a favorable rating for how the Company communicates our commitment and expectations around ethical responsibilities and conduct.

Consistent Global Approach to Policy Management

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

ethical standards.

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

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

Continuous Improvement of the Compliance Program

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

Each year, we conduct a self-assessment of the compliance program’s strength against the U.S. Department of Justice (DOJ) guidance on effective compliance programs. Biannually, the program undergoes specific reviews at the direction and oversight of the Compliance leadership team and Global Compliance Steering Committee.

Countering Corruption

We have strong anti-bribery, anti-corruption and conflicts of interest policies and procedures that cover, among other things, interactions with healthcare professionals, healthcare providers and government officials. These policies and procedures are reinforced by a robust, interactive, annual training program. In 2023, 100% of Zimmer Biomet team members completed the annual Anti-Bribery and Anti-Corruption training.

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

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

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

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

The execution of the annual Third Party Check-in Program helps to strengthen these trusted relationships and verify that our

partners are meeting our high ethical standards. The Check-in program provides greater visibility into changes that may affect our assessment of third-party risks and identifies important updates to our business partners' records. In 2023, 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 team, comprised of experienced forensic examiners, conduct audits 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 team works with our third-party business partners as well as team members responsible for managing the relationships to ensure completion of the remediation items. In 2023, the audit team conducted 15 third-party audits, with a particular focus on high-risk business partners. To ensure transparency and accountability, the Audit Committee of the Board of Directors receives all audit reports, updates on audit findings and the status of action plans.

Speak Up: Zimmer Biomet's Whistleblower Program

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

Our Speak Up Hotline can be used to confidentially and anonymously ask questions or report a concern about a known or potential violation, concerns about safety in the workplace, potential discrimination or harassment, unethical behavior by

another team member or a third-party vendor or distributor, falsification of documents or misuse of Zimmer Biomet resources.

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

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

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

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

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

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

Our process also ensures that remediation is rooted in a thorough analysis of underlying causes and is implemented in a manner that yields benefits across the entire organization. In 2023, 100% of remediation activities from compliance investigations, audits and monitoring were successfully completed.

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

Ethical Marketing

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

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

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





Compliance with Industry Codes

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

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

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

- ABHI (UK)
- ABIMED Code of Conduct (Brazil)
- ABIMO (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)
- APOMED (Portugal)
- ARTED (Turkey)
- Austromed (Austria)
- beMedTech (Belgium)
- BVMed (Germany)
- CANIFARMA (Mexico)
- Confindustria dispositivi medici (Italy)
- CZECHMED (Czech Republic)
- EuroCham Vietnam’s Medical Devices and Diagnostics Sector Committee
- Fenin (Spain)
- Greek National Organization for Medicines - EOF (Greece)
- IMEDA (CIS)
- Instituto Ética Saúde (Brazil)
- 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)
- Medical Technology Industry Group (Singapore)
- Medicoindustrien (Denmark)
- Medtech Committee of American Chamber of Commerce, India (AMCHAM, India)
- MedTech Europe
- MedTech (Sweden)
- Nefemed (Netherlands)
- POLMED (Poland)
- Salib-MedTech (Finland)
- SAMED (South Africa)
- SKMED (Slovakia)
- SNITEM (France)
- Swedish MedTech (Sweden)
- Swiss Medtech (Switzerland)
- Taiwan Advanced Medical Technology Association Code of Ethics (TAMTA, Taiwan)
- Thai Medical Device Technology Industry Association (Thailand)

Zimmer Biomet’s Statement of Engagement on Public Policy Issues

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

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

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

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

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

Specific Policies of Interest:

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

How Zimmer Biomet Engages in Public Policy

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

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

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

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

Industry Groups and Trade Associations

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

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

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

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

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

Political Contributions

Our policies prohibit contributions of corporate funds to candidates, political party committees and political action committees. Contributions by Zimmer Biomet’s Political Action Committee (Z-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 Z-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 Z-PAC activities and establishes policies and priorities.

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

Contributions made by the Z-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, 2023 in management’s assertion are presented in accordance with the assessment criteria set forth in management’s assertion. The Company’s management is responsible for its assertion and for the selection of the criteria, which management believes provide an objective basis for measuring and reporting on the metrics. Our responsibility is to express a conclusion on management’s assertion based on our review.

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

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

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

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

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

GHG emissions quantification is subject to significant inherent

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

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

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

PricewaterhouseCoopers LLP

Florham Park, New Jersey
April 29, 2024



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, 2023 and presented in Table 2 below, the Company’s management asserts that such metrics are presented in accordance with the assessment criteria set forth below.

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

Organizational Boundary

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

See footnote 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, as well as building structures that support manufacturing, distribution, product and material storage, office structures, hotel and hangar.

Table 2: Metrics – GHG Emissions

GHG Emissions Metric ^{1,2,3,6,7}	Site Activities
Scope 1 GHG Emissions ⁴	10,615 Metric Tons CO ₂ e
Direct GHG emissions from natural gas, propane and diesel consumption at the sites defined in Table 1.	
Scope 2 GHG Emissions (location-based) ⁵	117,674 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	72,379 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:
 - Usage x Emission Factor x Global Warming Potential = Metric Tons CO₂e Emissions.
 - GHG emissions are calculated in metric tons of CO₂ equivalents (or "CO₂e") using the GWP taken from the Intergovernmental Panel on Climate Change (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. All emission factors are

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

4. Related to Scope 1 GHG emissions:
 - Natural gas:
 - a. Combustion from stationary equipment and machinery at the Company's sites.
 - b. Global natural gas usage data was collected from monthly utility invoices obtained from third-party providers or based on an annual summary report obtained from said third-party providers.
 - c. Where utility invoices for a period or an annual summary report were not available, one of the following approaches was utilized to estimate usage:
 - i. Consistent with prior year, 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. Beginning in 2023, for sites where utility invoices or an annual summary report was not available, usage was estimated using intensity factors from the United States (U.S.) Energy Information Administration (EIA) 2018 Commercial Buildings Energy Consumption Survey (CBECS). To extrapolate usage, the intensity factors were selected based on the building activity subcategories and were multiplied by the square footage in the lease agreement to determine annual usage.

- Propane and diesel:
 - a. Combustion from emergency and portable generators, powered industrial vehicles (e.g., forklifts), and temporary space heaters used at sites.
 - b. Global propane and diesel usage data was collected from invoices and fuel reports obtained from third-party providers or based on an annual summary report obtained from said third-party providers.
 - c. No estimates were necessary for global propane and diesel usage as actual usage data was available for each site.
 - Estimated emissions from natural gas account for less than 1% of the reported Scope 1 GHG emissions.
 - Scope 1 GHG emissions excluded:
 - a. Mobile combustion: Combustion from the operation of the Company's diesel and gasoline global vehicle fleet and aviation fuel from the operation of aircraft used for Company business.
 - b. Fugitive emissions (e.g., refrigerants).
5. Related to Scope 2 GHG emissions:
- Purchased Electricity:
 - a. GHG emissions from the generation of electricity purchased by the Company for use at the Company's sites.
 - b. Global electricity usage data was collected from monthly utility invoices obtained from third-party providers or based on an annual summary report obtained from said third-party providers.
 - c. Where utility invoices for a period or an annual summary report were not available, one of the following approaches was utilized to estimate usage:
 - i. Consistent with prior year, 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. Beginning in 2023, for sites where utility invoices or an annual summary report were not available, usage was estimated using intensity factors from the U.S. EIA 2018 CBECS and following the process described above in footnote 4.
 - Estimated emissions from purchased electricity account for less than 1% of the reported Scope 2 GHG location-based and market-based emissions.
 - Scope 2 GHG emissions excluded:
 - a. Emissions from steam, heating, and cooling.
6. The Company used the following emission factors per emission type and source in the calculation of Scope 1 and Scope 2 GHG emissions:
- Scope 1 GHG emissions: U.S. Environmental Protection Agency (EPA) Center for Corporate Climate Leadership, Emissions Factors for Greenhouse Gas Inventories (February 2024)
 - Scope 2 GHG emissions (location-based):
 - a. U.S.: U.S. EPA Emissions & Generation Resource Integrated Database (eGrid) subregion emission factors with 2022 data (January 2024).
 - b. All other countries: International Energy Agency (IEA) Emissions Factors 2021 (September 2023)
 - Scope 2 GHG emissions (market-based):
 - a. The Company has two contractual instruments for renewable electricity procurement: 1) Virtual Power Purchase Agreement (VPPA) to purchase renewable energy credits (RECs) to be applied to cover electricity usage at U.S. sites and 2) Green Power Contract to purchase renewable energy for one specific site for the period June 25, 2022 through June 24, 2023 for which the kilowatt hours (kWh) have been applied to reporting year January 1, 2023 through December 31, 2023. The RECs applied in calculating Scope 2 (market-based) emissions for fiscal year 2023 have been contracted and will be retired before June 30th, 2024. 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 Europe: Association of Issuing Bodies (AIB) European Residual Mixes Emission Factors 2022 (June 2023).
 - iii. The Company used the location-based emission factors if a supplier specific or residual mix emission factor was not available.
7. The methodology used for acquired/divested sites is as follows:
- In 2023, Zimmer Biomet acquired Embody, Inc. which added a new site in Norfolk, Virginia. Scope 1 and Scope 2 GHG emissions for this site have been included in our 2023 GHG emissions beginning from the date of acquisition in February 2023.
 - In 2023, there have been no divestitures of lines of business.

2023 SUSTAINABILITY ACCOUNTING STANDARDS BOARD INDEX

Topic	Code	SASB Metric	2023 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 2023
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 37
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	2023 Reporting
Supply Chain Management	HC-MS-430a.1	Percentage of 1) entity's facilities and 2) tier I suppliers' facilities participating in third-party audit programs for manufacturing and product quality	100% of Zimmer Biomet manufacturing sites are audited by a third-party and are ISO certified. 87% of Tier 1 suppliers are audited by a third-party. The highest risk suppliers are audited by a third-party as part of their ISO certification or are audited by a Zimmer Biomet facility. Those suppliers not participating in third-party audit programs have been vetted as the lowest risk, given the minimal likelihood of severity to the Zimmer Biomet quality system based on a failure of the product or service to meet specifications.
Supply Chain Management	HC-MS-430a.2	Description of efforts to maintain traceability within the distribution chain	Zimmer Biomet and all distributors, including all sales and office staff, are required to implement identification and traceability controls. Distribution records must include the customer's name, address, part number, control number, date, and quantity shipped. The distribution record is maintained by Zimmer Biomet from the time of receipt through storage, handling, and distribution until the product is implanted into a patient, permanently retired from use or permanently disposed.
Supply Chain Management	HC-MS-430a.3	Description of the management of risks associated with the use of critical materials	Please see page 25
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 34



Task Force on Climate-related Financial Disclosures (TCFD)

TCFD is an industry-led task force to address concerns around insufficient disclosure of climate-related issues.

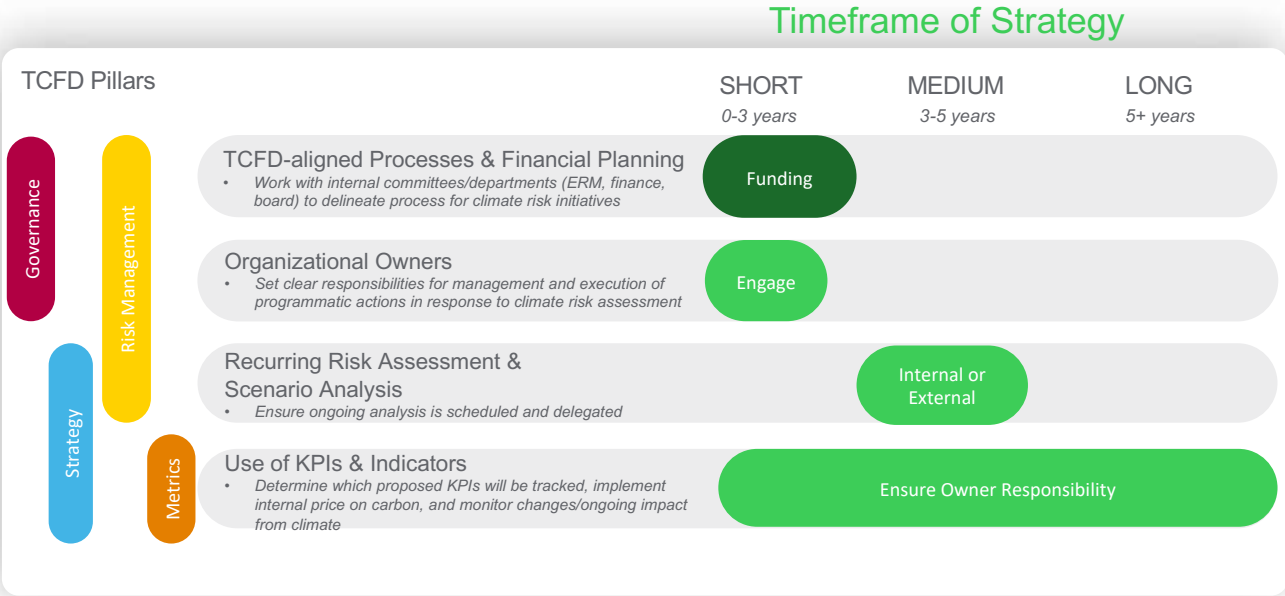
In 2023, Zimmer Biomet embarked in a journey to enable the TCFD framework as an internal tool to complete a risk and opportunity assessment and drive potential scenario analysis towards a future TCFD-aligned disclosure.

Following the TCFD pillars of governance, strategy, risk management, metrics and targets, Zimmer Biomet is approaching the journey in four phases:

- Engaging stakeholders to build consensus;
- Assessing and identifying the most material risks and opportunities;
- Adapting business models through scenario analysis; and
- Building the roadmap (to the right) to identify critical next steps for enhancing resiliency and drive consistent future disclosure and reporting on climate-related risk.

Zimmer Biomet’s TCFD Roadmap

- Requires alignment with internal stakeholders
- Additional resources may be required to pursue



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; shifts in the product category or regional sales mix of our products and services; the effects of business disruptions; the risks and uncertainties related to our ability to successfully execute our restructuring plans; control of costs and expenses; our ability to attract, retain and develop the highly skilled employees, senior management, independent agents and distributors we need to support our business; the possibility that the anticipated synergies and other benefits from mergers and acquisitions will not be realized, or will not be realized within the expected time periods; the risks and uncertainties related to our ability to successfully integrate the operations, products, employees and distributors of acquired

companies; the effect of the potential disruption of management’s attention from ongoing business operations due to integration matters related to mergers and acquisitions; the effect of mergers and acquisitions on our relationships with customers, suppliers and lenders and on our operating results and businesses generally; 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 information technology systems or products, including by cyberattack, unauthorized access or theft; 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, such as more stringent requirements for regulatory clearance of products; the outcome of government investigations; the impact of healthcare reform and cost containment measures, including efforts sponsored by government agencies, legislative bodies, the private sector and healthcare purchasing organizations through reductions in reimbursement levels, repayment demands and otherwise; the impact of substantial indebtedness on our ability to service our debt obligations and/or refinance amounts outstanding under our debt obligations at maturity on terms favorable to us, or at all; changes in tax obligations arising from examinations by tax authorities and from changes in tax laws in jurisdictions where we do business, including those expected to occur 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. (“ZimVie”) spinoff transaction and the subsequent liquidation of our retained interest in ZimVie; the risk of additional tax liability due to the recategorization of our independent agents and distributors to employees; 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 to or 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 FDA and other government regulators relating to medical products, healthcare fraud and abuse laws and data privacy and security laws; the success of our quality and operational excellence initiatives; the ability to remediate matters identified in inspectional observations or warning letters 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, 2023, including in the sections captioned “Cautionary Note Regarding Forward-Looking Statements” and “Item 1A. Risk Factors,” and our subsequent filings with the Securities and Exchange Commission (SEC). Copies of these filings are available online at www.sec.gov, www.zimmerbiomet.com or on request from us. These factors should not be construed as exhaustive and should be read in conjunction with the other cautionary statements that are included in our filings with the SEC. Forward-looking statements speak only as of the date they are made, and we expressly disclaim any intention or obligation to update or revise any forward-looking statements, whether as a result of new information, future events or otherwise. Recipients of this report are cautioned not to rely on these forward-looking statements since there can be no assurance that these forward-looking statements will prove to be accurate. This cautionary note is applicable to all forward-looking statements contained in this report.