

Accountable. Ethical. Compassionate.

MARCH 2022 – JUNE 2023

ENVIRONMENTAL, SOCIAL,
AND GOVERNANCE INITIATIVES

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A note from our CEO

At ZimVie, we live the value of accountability every day. With accountability comes responsibility, both individually and collectively, to give back to the people and communities we serve and who support us. We also strive to operate in ways that restore health to our patients and to our environment. We do not compromise our integrity; instead we lead with it through ethical business practices and strong corporate governance standards. Our moral compass extends to how we view our team members, who are empowered to be their unique selves and use their diverse perspectives and experiences to fuel innovation and transformation. Our efforts in these areas with a focus on accountability help give our stakeholders confidence and our team members pride, all contributing to ZimVie's success and growth.

On behalf of our global team, we are proud to share our accomplishments in these areas since becoming an independent company in March 2022. As a new company, we are increasingly focused on advancing these initiatives and making an even greater impact moving forward. With a spirit for innovation and a passion for restoring lives, we are in the business of making a meaningful difference. I look forward to continuing to share our progress with you, and thank you for your support.



Vafa Jamali
President & CEO



Our Vision

Everyone deserves to feel better, healthier, and stronger. We create solutions for people to enjoy and experience life.



Our Mission

Advancing clinical technology foundational to restoring daily life.



Our Dedication to Patients



DENTAL

We improve smiles, function, and confidence.



SPINE

We reduce pain, increase mobility, and restore function.

AT A GLANCE

\$20B
Global Market Opportunity

\$8B
Global Tooth Replacement Market

\$12B
Global Spine Surgery Market

No. **1**

Market Leader in Cervical Disc Replacement

Market Leader in Vertebral Body Tethering

No. **1**

No. **2**

Market Leader in Dental Biomaterials

Our ESG Commitment

ZimVie embraces being a responsible and accountable employer and business. Our global team is dedicated to championing initiatives across the entire ESG spectrum that further our Mission of restoring daily life while living our Core Values of Accountability, Authenticity, Curiosity, and having a Growth Mindset. Our shared commitment spans our global sites as we work toward a common goal of establishing ZimVie's reputation as a good corporate citizen, a destination workplace, and a true life sciences leader.

2,600+
Global Team Members

30+
Global Sites

70+
Countries Served



ENVIRONMENTAL

We aim to be good stewards not only toward people, but also to the environment. ZimVie is committed to doing its part to reduce the environmental impact of our business operations and to creating a safe and healthy place for our teams to work and thrive.

Highlights

To minimize our impact on the environment and address climate change, strive to minimize waste and emissions, reuse and recycle materials, promote renewable energy use, reduce greenhouse gas emissions, and conserve energy and water wherever feasible.



The use of solar panels at our European manufacturing and distribution center in Valencia, Spain, produces approximately 176k watts of energy for the facility, a projected annual energy savings of **15%**



Our Valencia, Spain, site is now zero waste-to-landfill, and our Guaynabo, Puerto Rico, site recycles more than **85%** of its waste



Overall company recycle rate is **55%**: 3% goes to energy, 61% of all waste is diverted from landfills



Our IT Team in Palm Beach Gardens, Florida, recycles **100%** of used electronics, totaling more than 2 tons annually



All major manufacturing facilities use LED lighting, which are approximately **90%** more energy efficient than conventional bulbs



EHS Management

ZimVie is supported by an internal Environmental, Health, and Safety system in partnership with our Operations leaders to protect our team members, facilities, and communities by focusing on the following areas:

Compliance & Certifications

We are dedicated to compliance with applicable Environmental, Health, and Safety (EHS) laws, regulations, Company EHS standards and other requirements to which we subscribe. We undergo audits and implement best practices in furtherance of this goal.

Our Valencia site’s Certificate in Carbon Footprint Calculation, its ISO14001 Certification Environmental Management System, and its ISO 14001 Certification Health & Safety Management System are a few of the designations that reflect our commitment to environmental sustainability.

Continuous Improvement

ZimVie establishes EHS goals, objectives, and targets across our global business and continually strives to improve our performance and share our progress. Our EHS standards establish controls and promote a positive culture.

Crisis Management

Our Crisis Management Team coordinates and executes our response to adverse situations that affect ZimVie’s team members, operations, and reputation. In 2022, we developed a formal Crisis Communication Playbook to help us stay agile and maintain business continuity when the unexpected happens. Critical to the response plan was the integration of the AlertMedia platform in 2023, which is a cloud-based communication system that offers voicemail, text, email and app notifications. The platform has been used successfully in managing communications about inclement weather around our facilities in Palm Beach Gardens, FL and Westminster, CO. The system is currently being used in the U.S. and Puerto Rico, and we plan to scale it to our larger sites outside the U.S. in 2024.

Business Integration

We integrate EHS principles into business decisions to proactively improve the health and safety of our team members and communities, while also promoting environmentally sustainable practices. For example, we require that an EHS evaluation be integrated into product design, work instruction, manufacturing and distribution processes and services. This evaluation helps identify EHS risks for potential mitigation, promote pollution prevention, and improve performance throughout our operations, packaging and product lifecycles.

Environment & Climate Change

We strive to minimize waste and emissions, reuse and recycle materials, promote renewable energy use, reduce greenhouse gas emissions, and conserve energy and water. We currently track various factors that contribute to our carbon footprint in order to establish appropriate reduction goals. Although we are in the early stages of our sustainability programs, we are undertaking many initiatives.

Examples of such initiatives include:

- We have implemented building management systems that enable adjusted HVAC settings for climate conditions and reduce coolant or heat when not needed (i.e., moderate outdoor temps, low occupancy, weekends).
- Our Valencia site uses a thermal power generation system designed to produce and supply hot and cold water to the climate-controlled equipment in clean rooms and cleaning processes, reducing carbon emissions by 60,000kg per year.
- Multiple sites are transitioning to exclusively use recycled paper and provide company branded cups to team members or encourage them to bring their own, eliminating single-use cups.
- Multiple sites have established and are making progress on water use reduction and reuse goals.
- Many sites use Lean Six Sigma tools to identify waste and audit for safety practices.
- Our team members in various locations participate in local environmental service projects ranging from roadway and beach cleanups to tree planting and volunteering with environmental NGOs.



Health & Safety

Our corporate policies set forth health and safety standards and protocols to promote a safe and healthy workplace. These include:

- Evaluating and addressing hazards and risks in an effort to prevent workplace injuries and illnesses
- Developing policies to guide work practices in a safe manner
- Communicating health and safety information to team members through mandated training, work instruction, and daily notices
- Monitoring by professionals and implementing corrective actions designed to reduce the risk of injury and illness

Team members are able to share safety observations and improvements through direct conversation with supervisors or managers, participation in safety committees, and submission through database resources. Manufacturing sites have Safety Committees dedicated to improving safety practices, investigating safety incidents, and implementing corrective actions.

Our Lost Time Incident Rate (LTIR), or number of incidents that result in time away from work, was 0.12 for the first half of 2023, which is well below the industry standard of 1.8.

Additionally, at our six ZimVie Institutes across the globe, we include in the curriculum health and safety standards for health care professionals attending our medical education and training programs.



SOCIAL

Among our core pillars are the culture, talent, leadership, and values that form the foundation of who we are and make possible what we do. We seek to create an environment where we can drive meaningful connections and contributions, to foster a culture of acceptance and empowerment, and to cultivate a growth mindset through continued learning and development.

Highlights

(as of July 2023)

WOMEN IN LEADERSHIP

33%

ZimVie's Board of Directors

40%

Executive Leadership Team



**ARE
WOMEN**

ETHNIC DIVERSITY

44% of U.S. team members are ethnically diverse



PRODUCT DONATIONS

 **\$3M**

in-kind product donations made in 2022

PRODUCT INNOVATION



The Tether, our innovative technology for vertebral body tethering to treat skeletally immature patients with scoliosis, was named Coolest Thing Made in Colorado in 2022.

QUALITY COMMITMENT



Annually, our global Quality Begins With Me (QBWM) program elevates critical focus across our business and operations and highlights every team member's contribution to product quality.

Total Rewards

Team Member Well-Being

ZimVie’s philosophy around benefits and programs is based on the concept of holistic well-being. Holistic well-being is a sense of feeling cared for as a whole and unique person, which extends to our team members’ families and communities. ZimVie thinks about holistic well-being with four goals in mind: thrive, save, connect, and grow. We believe these are all intrinsically connected and crucial in order to be our best selves on the job and in our personal lives, and achieve what is important to each of us.

ZimVie offers resources and programs in all of the following areas to support its diverse, global team members and their loved ones.

- **Health:** We take care of our physical and mental wellness.
- **Wealth:** We strive for financial stability now and prepare for the future.
- **Intellectual:** We never stop learning, taking charge of our growth and development.
- **Social:** We support each other, our communities, and the environment.

In 2022, we revamped our U.S. and Puerto Rico benefits to offer more choices, focus on inclusion and flexibility, encourage work-life balance, and support undeserved populations. Among these offerings were new medical plans, expanded family planning and fertility benefits, increased parental and bereavement leave, and the addition of voluntary benefits choices. Globally, we launched an employee discount program and a Global Employee Assistance Program (EAP) to help team members manage a variety of life events.

Compensation

We are committed to compensating our team members in an equitable manner, with any differences not based on factors such as gender or race. We conduct regular pay equity comparisons and are focused not only on base salary, but also on other elements, including commissions, bonuses, long-term incentives and new hire sign-on awards (cash or equity). We have processes in place to address and follow-up on potential pay equity issues and pay disparities.

Recognition

In 2022, ZimVie launched a service anniversary program, partnering with a third-party vendor to offer ways to recognize key milestones and memorable events. We also implemented “KudoZ”, a peer-to-peer, in-house platform that is used to recognize global team members at all levels in corporate communication channels and on social media. Based on engagement survey feedback, we have developed action plans around increasing recognition across global communication channels and individually. Our senior leaders place a high value on recognition in ZimVie’s culture and make it a practice to send personal letters and emails to team members recognizing them for outstanding performance, service anniversaries, living our Values, and other praiseworthy achievements.

Performance Management

Z-Connect is ZimVie’s framework that empowers team members, in partnership with their leaders, to define how their skills, experience, strengths, and aspirations connect with and contribute to the Company’s strategy and Mission. Our Z-Connect Performance Program connects our team members to:

- Their strengths and aspirations
- Their long-term career development goals
- The Company’s Mission and team objectives
- Their manager, teammates, and our stakeholders
- Strong performance goals and objectives

The annual Z-Connect lifecycle is comprised of both formal and informal check-ins and regular dialogue — from setting priorities to career conversations and annual performance reviews. Managers and team members align on and continuously address opportunities, recognize achievements, and collaborate on a path for growth.

Diversity, Equity, and Inclusion

We aim to enable a workplace that’s inclusive of all individuals — where team members feel valued and respected. We believe it is critical that everyone feels comfortable bringing their whole, authentic selves to work every day. From choosing suppliers to implementing new programs, we are constantly mindful and intentional about being equitable and accessible to our diverse team members.

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. ZimVie strives to establish and maintain business relationships with suppliers that are either certified in diverse categories by the Small Business Administration or self-certified, where applicable.

ZimVie’s diversity reporting obligations to the U.S. Federal Government include reporting on an annual basis our spending in the U.S. and Puerto Rico in the following six diverse supplier categories:

- 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 ZimVie’s total U.S. sales, as requested. These additional categories include:

- 1 Minority Owned Business
- 2 Woman Owned (Large and Small) Business
- 3 Disabled Owned Business
- 4 LGBT Owned Business

In 2022, approximately 23% of our U.S. supplier spend was with U.S. small and diverse suppliers.

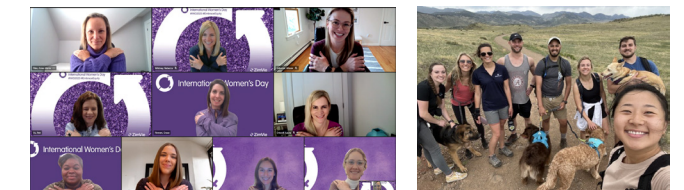
Gender and Family Equality

ZimVie recognizes and respects our team members’ rights to choose their gender identity, sexual orientation, and family structure. From day one, our team members are able to select their gender identity on employment forms. We are in the process of expanding those choices to specify non-binary / third gender / two-spirit, transgender, and allow them to self-describe. In 2023, we implemented Anthem’s

Inclusive Care Program as part of our benefits offerings to provide focused support to our LGBTQA+ population with specialized resources and Gender Affirmation facility partnerships. We also partnered with Progyny to expand access and equitable care for non-traditional family building journeys, including adoption, surrogacy, LGBTQ+, and single parents.

Employee Resource Groups

Two ZimVie ERGs, the Women-Inspired Network and the Young Professionals Group, work to empower connectivity and development. We plan to expand our ERGs and are empowering team members to start regional and local chapters of groups in support of our DE&I strategy.



Anti-Discrimination Policy

ZimVie is an equal opportunity employer and is fully committed to a policy of treating all team members and job applicants equally. We take steps designed to employ, train and promote team members on the basis of their experience, abilities and qualifications without regard to race, color, ethnic origin, nationality, national origin, religion or belief, sex, sexual orientation, gender reassignment, age, marital or civil partnership status or disability. We also strive to provide a work environment in which all team members are treated with respect and dignity and that is free of discrimination based upon a team member’s race, color, ethnic origin, nationality, national origin, religion or belief, sex, sexual orientation, gender reassignment, age, marital or civil partnership status or disability. We do not condone any form of harassment, whether engaged in by team members or by outside third parties that do business with us.

Learning and Development

Team Member Well-Being

As one of our Core Values, fostering a Growth Mindset has always been central to ZimVie, helping us stay aligned to our Mission, build a strong culture, and focus on future growth. This commitment extends to our team members, who we empower to drive their own growth and development by discussing their individual career goals and aspirations in an open and meaningful way with their manager and creating a plan to achieve them. We offer a variety of opportunities to support them, including:

- Application training (e.g., Excel, Word, PowerPoint, PowerBi, Smartsheet, etc.)
- A robust Learning Management System (LMS), branded internally as “ZLearn”, which is the primary delivery mechanism for Quality, Compliance, and product-focused training for all team members and which houses over 6,000 courses globally
- A variety of manager-led workshops
- Industry memberships to Women in Manufacturing, ASQ, and RAPS, among others, provide our team members access to resources for continued learning
- Virtual development sessions such as a quarterly “Learning Bites” series within the Dental business and for our EMEA team, focused on professional topics like financial acumen and time management

Team Member Engagement

ZimVie places heavy emphasis on team member feedback, which supports our Core Values of Authenticity and Accountability. We engage team members frequently for a more holistic view of the team member experience through quarterly small-group discussions hosted by our CEO across all regions and functions. We also conduct annual team member engagement surveys. In both 2022 and 2023, engagement survey participation was above 70%, with over 1,500 individual comments that were reviewed by senior leadership.

We acknowledge the uncertainty and challenges our team members faced through the successful spinoff from Zimmer Biomet, as we stood up a new, independent company and built our global team. Overall, collective results show that team members feel like they are treated respectfully, have confidence in their manager, and connect with our Mission, Vision, and Values. As a relatively new standalone company, we will continue to focus on career opportunities, building confidence in our growth strategy, and recognition of our team members.

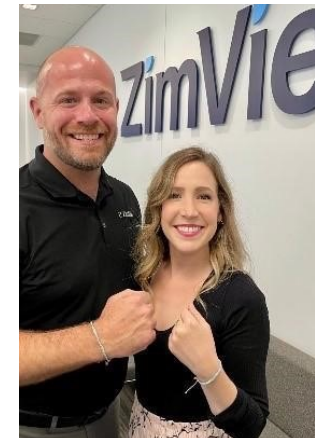
Grants and Donations

ZimVie provides educational grant funding and in-kind support to third-party educational, charitable, and research programs that promote scientific knowledge, medical advancement, and the delivery of effective healthcare.

Philanthropy

In 2022, we formed the ZimVie C.A.R.E.S. Committee to establish a corporate giving program, which is currently in development. C.A.R.E.S. will support corporate and local charities, company matching, and team member relief initiatives. Our teams also actively participate in charitable giving as part of business and industry events.

- As part of the 2023 National Sales Meeting in San Antonio, TX, our EBI Bone Growth Stimulation team assembled and donated care packages to HOPE Hits Harder, a local family-created, non-profit cancer foundation dedicated to improving the quality of life for children diagnosed with cancer.
- In June 2023, which is Scoliosis Awareness Month, our Spine team sold custom Pura Vida bracelets to raise money for Curvy Girls, an international peer support group for girls with scoliosis. ZimVie donated \$4,000 to the cause.
- Our Colorado Chapter of ZimVie’s Young Professionals Network participated in a local food drive for Spirit of the Sun, an indigenous women-led non-profit that helps marginalized communities access healthy food.
- Through our ZVWIN ERG, we also give back to the community through partnerships with Dress for Success (DFS) and Girls Who Code. In March 2023, ZimVie was recognized as a Bronze Sponsor at the Palm Beach Gardens Chapter’s ‘Style for Hope’ luncheon, which raised money to help women enter the workforce confidently, with the clothes and interview skills they need to build their careers and bolster their lives. Our Westminster team also held a donation drive to collect belts, bags, shoes, and other accessories for their local Dress for Success Chapter. In addition to material support, team members have volunteered their time to teach DFS technical skills workshops and work their charitable events.
- In April 2023, ZVWIN also hosted an event in Palm Beach Gardens, FL, where a local Girls Who Code high school club visited our facility and shadowed ZimVie women in tech or STEM roles, heard from a panel of female leaders, and saw firsthand how Dental implant solutions are manufactured.



Product Quality

ZimVie is committed to best-in-class product quality and ensuring the strength and effectiveness of our Quality Management System (QMS). Every site has a stringent internal quality audit program. In addition, we are audited periodically by external regulatory bodies such as the U.S. Food and Drug Administration (FDA) and other regulatory and nongovernmental authorities around the world. Our internal audit and external 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. 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 for a more complete picture of product performance. Conclusions and outputs are regularly reported out and reviewed as part of trending reviews and management meetings.



June 2023 EBI Bone Healing Audit in Parsippany, New Jersey, with zero observations

ZimVie 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 2022, six MDSAP audits were conducted across the ZimVie network, resulting in continued MDSAP certification from our notified bodies.

ZimVie Global Quality Promise, as pledged by our team members



I am dedicated to helping people worldwide feel better, healthier, and stronger by delivering quality excellence and regulatory compliance every day, in everything I do. I pledge an unwavering commitment to upholding and improving the products, systems, and processes that advance clinical technology foundational to restoring daily life.

Chasing Zero

March 1, 2022 – June 30, 2023

CLASS 1 RECALLS

0

CLASS 2 RECALLS

0

CLASS 3 RECALLS

0

FORMS 483 RECEIVED

0

WARNING LETTERS RECEIVED

0

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

In July 2023, ZimVie launched an electronic Quality Management System (QMS) and Product Lifecycle Management tool, Qualityze, designed to simplify regulatory compliance while increasing new product speed to market. Use of this tool allows resources to work together across the network and develop a unified approach to completing deliverables.

In addition to our Quality Management System, ZimVie's "Speak Up" compliance hotline process allows 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.

We have continued with 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.



Supplier Conduct

ZimVie strives to achieve and maintain high standards of corporate integrity and ethical behavior in line with our Mission and Code of Conduct. ZimVie expects that its Suppliers will conduct their business not only in a lawful manner but also in compliance with the same high standards of integrity and ethics. In order to establish guidelines for such standards, ZimVie has established a Code of Supplier Conduct. This Code sets forth and highlights important legal, ethical, behavioral and other requirements for parties who wish to be a ZimVie Supplier, but is not meant to be all-inclusive or exhaustive.

This Code of Supplier Conduct provides that, 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. Suppliers are also expected to comply with the commercial best practices of Supplier's industry.

Pursuant to the UK Modern Slavery Act of 2015 and the California Transparency in Supply Chains Act of 2010, ZimVie has disclosed the steps it has taken to help ensure that slavery and human trafficking are not taking place in its supply chains or any part of its business operations, as well as its efforts to eradicate slavery and human trafficking from its direct product supply chains. The full statement from ZimVie is available on our website.

Supplier Social Responsibility Audits

ZimVie has implemented a risk-based approach in conducting periodic (typically triennial) supplier audits, which include an evaluation of compliance with prohibitions against slavery and human trafficking in supply chains as well as the principles outlined in ZimVie's Code of Supplier Conduct. In addition, to the extent that ZimVie suspects or receives notice that a supplier is involved in slavery and/or human trafficking activities and/or other noncompliant activities, ZimVie will conduct an inquiry, or third-party audit if warranted, and take appropriate action as required by law.

Supplier Diligence

For all new proposed international suppliers, the ZimVie Trade 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. The applicable QMS requirements focus on FDA and International Organization for Standardization (ISO) standards. These standards include FDA 21 CFR 820 and ISO 13485.

ZimVie has three global documents detailing the 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.

Management of Risks Associated with Use of Critical Materials

ZimVie assesses top suppliers based on the following criteria to assist with continuity of supply:

- Regulatory
- Quality
- Service Levels
- Cost and Commercial
- Innovation

Through on going monitoring, ZimVie proactively manages (i.e., identify, assess, mitigate and monitor) third party threats to its assets, income, and reputation.

ZimVie 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 ZimVie's own operations or in the operations of our supply chain. To mitigate these risks, we review the financial posture of our suppliers as part of the Sourcing process.

Animal Testing Policy

ZimVie's use of animal testing is consistent with animal welfare acts around the world. We use animal testing only 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.



GOVERNANCE

At ZimVie, we are committed to effective corporate governance, adhering to the highest ethical standards, and acting as a responsible member of the diverse communities we serve. Our business is managed under the direction of our Board of Directors, which is responsible for establishing broad corporate policies and for our overall performance. Our day-to-day business operations are built upon our foundational commitment to ethical business conduct in everything we do.

As of June 30, 2023, our Board is made up of six Directors and is led by an independent, non-executive Chair. Directors are nominated based on their skills, experiences, backgrounds, and the needs of the Board and our company. At all times, a majority of the Board must meet the criteria for independence established by Nasdaq and the Securities and Exchange Commission. All of our Directors, except Vafa Jamali, our President and Chief Executive Officer, are independent.

Directors are recruited to strengthen the Board’s diversity and ensure that the Board reflects and understands the diverse perspectives of ZimVie’s stakeholders around the globe. Two of our six Directors (33%) are women, one (17%) is ethnically diverse, and two (33%) were born outside the United States. Further, of our four Board committees, two (50%) are chaired by women.

ZimVie Directors

Skills and Experience	Asar	Crawford	Jamali	King	Kuntz	Matusinec
Executive Leadership Experience						
Executive Compensation Experience						
Finance / Accounting / Financial Reporting / Capital Markets Experience						
Global / International Experience						
Government / Legal / Regulatory Experience						
Investor Relations Experience						
M&A / Business Development / Strategic Planning Experience						
Medical Technology / Healthcare Industry Experience						
Operations Experience						
Other Public Company Board Experience						
R&D / Science / Innovation / Technology Experience						
Reimbursement / Health Economics Experience						
Risk Management Experience						
Sales / Marketing / Brand Management Experience						
Supply Chain / Logistics Experience						
Demographics						
Diverse (as defined by Nasdaq – based on EEO-1 categories)						

Governance

ZimVie has developed risk management processes designed to promote long-term shareholder value with oversight by the Board of Directors. Various executive leadership team members have responsibility for implementing processes designed to identify, evaluate, mitigate, and monitor risks. Reviews of key risks occur at regularly scheduled meetings of the Board and its committees. The Board executes its oversight responsibility for risk management directly and through its four committees:

Audit Committee

Oversight Areas:

- The integrity of our financial statements
- The performance of our Internal Audit function
- Our compliance with legal and regulatory requirements
- Our Corporate Compliance Program
- Information technology, data security, business continuity, and cybersecurity-related risk exposures

Quality, Regulatory and Technology Committee

Oversight Areas:

- Product quality and safety
- Risks relating to our compliance with laws and regulations enforced by the U.S. Food and Drug Administration and comparable foreign government regulators
- Research, innovation, and technology initiatives

Ethical Business Conduct

As a global life sciences leader, we strive for excellence across every facet of our business—in the quality and accuracy of our daily work, in our interactions with our stakeholders, in our financial and legal reporting, and in every other business practice. It is not just what we do that matters, it’s how we do it that truly makes us successful.

Code of Business Conduct & Training

ZimVie is committed to maintaining a culture of compliance and integrity. Obeying the law, both in letter and in spirit, is the foundation upon which ZimVie’s ethical standards are built.

ZimVie’s Code of Business Conduct and Ethics sets out the ethical standards to which we hold all ZimVie team members accountable. Our global commitment to the principles set forth in our Code is reflected by making our Code available in multiple languages, showing that our ethical standards must be followed in all countries in which we do business. All newly hired ZimVie team members are required to be trained in our Code, and all ZimVie team members are retrained annually.

Compensation Committee

Oversight Areas:

- The compensation of our senior executives
- Our incentive and equity-based compensation plans and programs
- Senior management talent and development plans (in conjunction with the full Board)
- Our policies and strategies relating to human capital management, including succession planning (in conjunction with the full Board)

Corporate Governance Committee

Oversight Areas:

- Current and emerging political, social, environmental, corporate citizenship, and public policy issues and trends that may affect our business activities, performance, reputation, or public image
- Shareholder proposals submitted for inclusion in the Company’s proxy materials that relate to public policy or social responsibility issues

Compliance Program

ZimVie’s compliance program is designed to prevent and detect potential violations of applicable laws, regulations and ethical standards. The members of ZimVie’s compliance team report to our Chief Compliance Officer, who reports directly to our Chief Executive Officer. ZimVie has compliance professionals who are resident in all of the major geographies in which ZimVie conducts business.

ZimVie’s compliance program includes the following activities:



Management of third parties | ZimVie relies upon third-party sales representatives and other professionals to help us provide our products to patients throughout the world. The compliance team is responsible for screening and monitoring these third parties, as well as helping manage the risks associated with working with third parties.



Hotline and Investigations | ZimVie maintains a “Speak Up” hotline, allowing team members or business partners to report concerns about violations of ZimVie’s policies or procedures, applicable laws, regulations and industry codes. Concerns may be communicated anonymously. ZimVie’s compliance team investigates all good faith concerns and develops appropriate remediation plans.



Business Development | ZimVie performs due diligence on all licensing, product distribution, product development and other business partners for potential risk. Additionally, the compliance team assists with business integration throughout the business development relationship.



Training and Communication | ZimVie’s compliance team provides training to team members, including third parties as appropriate, on ZimVie’s Code of Business Conduct and Ethics, policies and relevant anti-bribery and anti-corruption laws.



Policies and Procedures | ZimVie has developed comprehensive compliance policies and procedures, which are available globally to all ZimVie team members. All ZimVie team members are assigned a comprehensive training plan with coursework to help them understand and apply ZimVie’s policies and procedures to their everyday work.



Industry Codes | ZimVie is committed to following industry codes, which are designed to ensure relationships with healthcare providers and other customers are carried out with transparency and the highest ethical standards. Adherence to ethical standards and compliance with applicable laws and regulations is central to the industry’s ability to collaborate with healthcare professionals, as well as differentiating between appropriate and inappropriate activities between healthcare professionals and medical device companies. The key tenets of applicable medical device industry codes are embedded in our Code of Business Conduct and Ethics.



Compliance Team | ZimVie’s compliance team includes members with decades of compliance experience in the healthcare industry, and they are actively involved in providing advice and guidance to the leadership teams for each of ZimVie’s business areas. In addition to being experienced compliance professionals, many members are also attorneys.



Ethical Marketing | ZimVie’s policy is to promote and market our products in a lawful and truthful manner, and only for their approved uses as determined by regulators and government agencies. All advertising and promotional materials are reviewed and approved by a cross-functional team that includes representatives from marketing, regulatory, and legal and compliance, to help ensure that product claims are accurate, balanced, fair, objective, unambiguous, and consistent with product labeling. Furthermore, we do not disparage our competitors’ products, services or team members.

Cybersecurity & Privacy

At ZimVie, we recognize that cybersecurity and privacy are fundamental pillars of our operations and essential responsibilities to protect our business, team members and customers. We are fully committed to maintaining high standards of cybersecurity to protect our data, systems, and the trust placed in us by our customers, partners, and team members.

We have a dedicated global Security Team responsible for executing our cybersecurity incident response plan and managing threats. This team conducts regular exercises to facilitate our readiness and effectiveness in addressing potential security incidents. For global team members, we regularly provide reminders, resources, training, and best practices to increase awareness and provide ongoing support. The cybersecurity program is led by the Global IT Security Director under ZimVie's Chief Information Officer, and regular progress updates are presented to the Board of Directors.

Our commitment to cybersecurity involves a strategic approach aiming to protect the confidentiality, integrity, and availability of our systems, data, and products. In the ever-changing landscape of technological advancements, expanding privacy and cybersecurity laws, and changes in system platforms, we have invested in people, processes, tools and next-generation cybersecurity technology solutions to identify threats, mitigate risks, and implement protocols and technologies to help protect our customers, team members, and operations, including through key methods such as independent assessments, data privacy impact assessments, penetration testing, vulnerability scanning, and maintaining key industry certifications. Additionally, we have been consolidating and integrating the number of systems we operate while upgrading, modernizing, and expanding our network and information systems capabilities.



Sustainability Accounting Standards Board Index Report

ZimVie is committed to reporting its sustainability progress under the Sustainability Accounting Standards Board (SASB) index for companies that are part of the medical supplies sector.

Topic	Code	SASB Metric	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 ZimVie sales representative who will work with their local office to provide pricing for products the customer is interested in purchasing. Larger systems sometimes issue RFPs, to which ZimVie 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	0 recalls from March 1, 2022 through June 30, 2023
Product Safety	HC-MS-250a.2	List of products listed in the FDA's MedWatch Safety Alerts for Human Medical Products database	ZimVie monitors, evaluates, and trends all reports to ensure patient safety. Current information can be found in the FDA's Medwatch Database .
Product Safety	HC-MS-250a.3	Number of fatalities related to products as reported in the FDA Manufacturer and User Facility Device Experience	None
Product Safety	HC-MS-250a.4	Number of FDA enforcement actions taken in response to violations of current Good Manufacturing Practices (cGMP), by type	None
Ethical Marketing	HC-MS-270a.1	Total amount of monetary losses as a result of legal proceedings associated with false marketing claims	None
Ethical Marketing	HC-MS-270a.2	Description of code of ethics governing promotion of off-label use of products	Please see page 27
Product Design & Lifecycle Management	HC-MS-410a.1	Discussion of process to assess and manage environmental and human health considerations associated with chemicals in products, and meet demand for sustainable products	No formal processes given the broad variety of ZimVie's products.
Product Design & Lifecycle Management	HC-MS-410a.2	Total amount of products accepted for takeback and reused, recycled, or donated, broken down by: 1) devices and equipment and 2) supplies	No applicable products given the nature of ZimVie's products.
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 ZimVie's manufacturing sites are audited by a third party and are ISO certified. 50% 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 ZimVie 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 ZimVie 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	ZimVie 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 ZimVie from the time of receipt through storage, handling, and distribution until the product is implanted into a patient, permanently retired from use or permanently disposed.
Supply Chain Management	HC-MS-430a.3	Description of the management of risks associated with the use of critical materials	Please see page 22-23
Business Ethics	HC-MS-510a.1	Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption	None
Business Ethics	HC-MS-510a.2	Description of code of ethics governing interactions with health care professionals	Please see page 26-27

Aforementioned data and initiatives discussed span March 1, 2022, through June 30, 2023.

CAUTIONARY STATEMENT REGARDING FORWARD-LOOKING STATEMENTS

This report contains forward-looking statements within the meaning of federal securities laws, including, among others, statements about our expectations, plans, intentions, strategies, or prospects, and about ESG-related matters, including priorities, sustainability goals, projects, plans, targets, expectations, affiliations, pledges, commitments and strategies. 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," "track," "look forward to," "optimistic" 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: dependence on new product development, technological advances and innovation; shifts in the product category or regional sales mix of our products and services; supply and prices of raw materials and products; pricing pressures from competitors, customers, dental practices and insurance providers; changes in customer demand for our products and services caused by demographic changes or other factors; 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 and foreign government regulators, such as more stringent requirements for regulatory clearance of products; competition; the impact of healthcare reform measures; reductions in reimbursement levels by third-party payors; cost containment efforts sponsored by government agencies, legislative bodies, the private sector and healthcare group purchasing organizations, including the volume-based procurement process in China; control of costs and expenses; dependence on a limited number of suppliers for key raw materials and outsourced activities; the ability to obtain and maintain adequate intellectual property protection; breaches

or failures of our information technology systems or products, including by cyberattack, unauthorized access or theft; the ability to retain the independent agents and distributors who market our products; our ability to attract, retain and develop the highly skilled employees we need to support our business; the effect of mergers and acquisitions on our relationships with customers, suppliers and lenders and on our operating results and businesses generally; a determination by the Internal Revenue Service that the distribution or certain related transactions should be treated as taxable transactions; financing transactions undertaken in connection with the separation and risks associated with additional indebtedness; the impact of the separation on our businesses and the risk that the separation and the results thereof may be more difficult, time-consuming and/or costly than expected, which could impact our relationships with customers, suppliers, employees and other business counterparties; restrictions on activities following the distribution in order to preserve the tax-free treatment of the distribution; the ability to form and implement alliances; changes in tax obligations arising from tax reform measures, including European Union rules on state aid, or examinations by tax authorities; product liability, intellectual property and commercial litigation losses; changes in general industry and market conditions, including domestic and international growth rates; changes in general domestic and international economic conditions, including inflation and interest rate and currency exchange rate fluctuations; the effects of the COVID-19 global pandemic and other adverse public health developments on the global economy, our business and operations and the business and operations of our suppliers and customers, including the deferral of elective procedures and our ability to collect accounts receivable; and the impact of the ongoing financial and political uncertainty on countries in the Euro zone on the ability to collect accounts receivable in affected countries. You 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. 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.





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