

1. Introduction

The Zimmer Group is committed to responsible sourcing of raw materials and supports global efforts to avoid the use of conflict minerals. This policy is intended to prevent human rights violations and the financing of armed groups through the mining and trading of conflict minerals.

2. Definition of conflict minerals

Conflict minerals are gold, tin, tantalum, tungsten, cobalt, mica and their derivatives originating from conflict-affected and high-risk areas and extracted or traded under conditions of violence, forced labor or other human rights violations.

3. Zimmer Group commitments

The Zimmer Group is committed to the following measures:

- **Due diligence in the supply chain:** Implementation of the OECD Due Diligence Guidance for Responsible Supply of Minerals from Conflict-Affected and High-Risk Areas.
- **Supplier self-assessment:** Suppliers must declare their compliance with this policy and prove that they do not purchase conflict minerals from unverified sources.
- **Audit and risk management:** Identifying and minimizing risks in the supply chain, in particular through transparency measures and audits.
- **Report creation and communication:** Reporting is done using the **Conflict Minerals Reporting Template (CMRT)** and **Extended Minerals Reporting Template (EMRT)** of the **Responsible Minerals Initiative (RMI)**, which are available on request in the currently valid revision. Regular publication of progress and measures as part of our ESG reporting.
- **Recognition of international initiatives:** The Zimmer Group is committed to complying with external CSR initiatives, particularly the **Responsible Minerals Initiative (RMI)**, which is dedicated to responsible mineral sourcing. Furthermore, we follow international standards such as the Conflict-Free Gold Standard of the World Gold Council, the Public-Private Alliance for Responsible Commodity Trading (PPA) and other industry-relevant initiatives.

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4. Implementation and verification

- The Zimmer Group will encourage its suppliers to ensure conflict-free supply chains and to favor responsible sources.
- In the event of a violation of this policy, the Zimmer Group reserves the right to take action up to and including termination of the business relationship.
- This policy is reviewed regularly and adapted when needed.

5. Scope of Validity

This policy applies to all divisions and subsidiaries of the Zimmer Group, as well as to all suppliers and subcontractors that provide products or services for the Zimmer Group.

6. Communication and publication

This policy supplements the existing requirements in the Zimmer Group Supplier Code of Conduct for the responsible sourcing of minerals. It is published on the company website and made available to all relevant stakeholders.

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