

WORKING AT ZIMVIE

# YOUR FUTURE STARTS HERE



■ At ZimVie, we help people live better lives.

## ZIMVIE AT A GLANCE

ZimVie is a global life sciences leader in the dental market, developing, manufacturing, and delivering a comprehensive portfolio of products and solutions designed to support tooth replacement and restoration procedures.

From our headquarters in Palm Beach Gardens, Florida, and additional facilities around the world, we have the privilege of improving smiles, function, and confidence.

# #5

market player  
in Dental



Worldwide product  
distribution in all  
major markets

# 20+

years of clinical evidence  
supporting key brands

# 1,000+

peer-reviewed articles

# 400+

active patents globally

# 4

global medical  
education facilities



State-of-the-art  
manufacturing  
facilities

# ~1,800

global team members



# We're making a difference. So can you.

No matter what role you take on at ZimVie, you're never just a team member. **You're an important partner in helping restore daily life for patients worldwide.**



A CULTURE OF PERSONAL AND PROFESSIONAL SUCCESS

At ZimVie, our team members build rewarding and exciting careers **with a purpose.**



**YOUR FUTURE STARTS HERE**



## OUR CORE VALUES

# Curiosity

We seek to **understand first**, then pursue innovations aimed at providing solutions for our organization, customers, and the patients we serve.

# Authenticity

We are **honest and transparent** in how we communicate with our team members, healthcare professionals, and the patients they serve.

# Accountability

We are **tireless and consistent** in our innovation, our service, and our commitment to patients, healthcare professionals, and each other.

# Growth Mindset

We **seek opportunity**, are energized by taking risks, and embrace challenges that drive our personal and professional growth.

## OUR WELL-BEING PHILOSOPHY

At ZimVie, we promote a philosophy of holistic well-being—the sense of feeling cared for as a whole and unique person—that extends to our team members' families and communities.



We think about holistic well-being with four goals in mind: When we **thrive, save, connect, and grow**, we can all be our best selves on the job and in our personal lives, achieving what is important to each and every one of us.

## BENEFITS THAT DRIVE SUCCESS AT WORK AND IN LIFE

Aligned with each of these well-being goals, ZimVie offers resources and programs to support our diverse global team members and their loved ones. We aim to meet the unique needs of all our team members and their families by offering a wealth of choices.



# THRIVE

Supporting the physical and mental health of ourselves and our families



## MEDICAL

ZimVie offers a choice of three medical plans: two High Deductible Health Plans (HDHP) and one Preferred Provider Organization (PPO) Plan, with competitive prescription drug coverage; access to health advocates to help you manage complex conditions; inclusive care that supports our LGBTQIA+ community; cancer support; a range of family building and parental benefits; and other services to help you navigate the healthcare system.

## DENTAL

Two dental plans options are offered that cover a wide variety of services for you and your family, including routine cleanings, restorative care, dental implants, and orthodontia.

## VISION

Comprehensive vision coverage, including eye exams, lenses, frames, and contact lenses for you and your family, with a discount program available for LASIK surgery.

# THRIVE

## HOLIDAYS & PAID TIME OFF

ZimVie observes nine annual paid holidays, available to all eligible U.S. team members, along with additional time off programs for special circumstances.\*

- **Salary Exempt** -> Managed Time Off (MTO) and Well-Being Breaks
- **Hourly Non-Exempt** -> Paid Time Off (PTO), Floating Holidays, and Service Anniversary Leave

## EMPLOYEE ASSISTANCE PROGRAM

Receive 24/7/365 support from our EAP program for coping with life's major changes and managing emotional stress.

## SUPPORTING FAMILIES

In addition to paid family care leave and eight (8) weeks parenting leave, we have several services to help team members build and nurture families of all kinds, including single parents and same-sex couples. This includes adoption, surrogacy, fertility, and doula services, postpartum care, and menopause support. We also support new parents with a suite of offerings that make it easier to care for their families.

\*Certain time-off initiatives are based on employment status.





# SAVE

Striving for financial stability and growth,  
now and for the future

## RETIREMENT

Planning for retirement today can offer peace of mind and set you up for success down the road. ZimVie will match up to 6% of your eligible contribution to our 401(k) program.

## STUDENT DEBT

ZimVie's Student Debt 401(k) Program allows team members to receive qualified 401(k) match contributions while making student loan payments (subject to Plan rules).

## COMPANY STOCK

The ZimVie Employee Stock Purchase Plan (ESPP) allows eligible team members to share in the potential future success of the company by purchasing ZimVie stock at a 15% discount through automatic payroll deductions.

## FLEXIBLE SPENDING AND HEALTH SAVINGS ACCOUNTS

In order to maximize your dollars, we offer a variety of pre-tax spending and savings accounts for eligible health care, dependent care, and commuting expenses. If you are enrolled in one of ZimVie's HDHP medical plans, you are eligible to receive an employer contribution based on the plan and tier you enroll in.

## DISABILITY

ZimVie automatically provides team members with both Short-Term Disability (STD) pay continuation and basic Long-Term Disability (LTD) insurance coverage after 90 days of continuous employment.

## LIFE & AD&D COVERAGE

Basic life insurance coverage is offered at 2x your base salary at no cost. You also have the option to purchase supplemental Life and Accidental Death and Dismemberment (AD&D) coverage to help protect you and your family.

## VOLUNTARY INSURANCE

We offer valuable voluntary benefits, such as pet, accident, legal, ID theft, hospital, and critical illness insurance.

## Z-DISCOUNTS

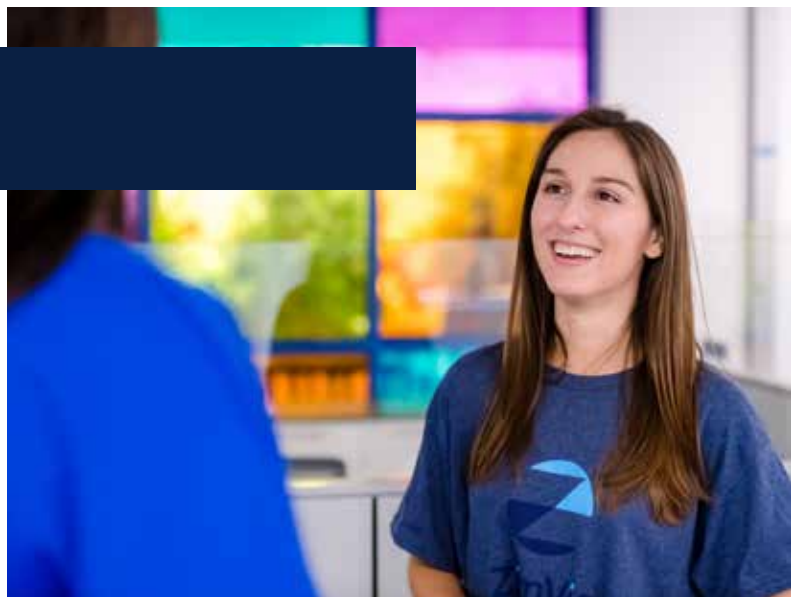
ZimVie team members enjoy discounts on everyday items such as groceries, fitness equipment, pet deals, auto/home insurance, rental cars, movie tickets, vacations, laptops, furniture, and more.



# CONNECT

Building relationships and supporting others, our communities, and the environment

We strive to create a workplace where we can drive meaningful connections and contributions through Employee Resource Groups, service anniversary and peer recognition programs, sustainability initiatives, and more.



# GROW

Developing professionally and building skills

We value your career aspirations and provide ample opportunities for advancement through trainings, professional memberships, tuition reimbursement, annual career planning, and more.



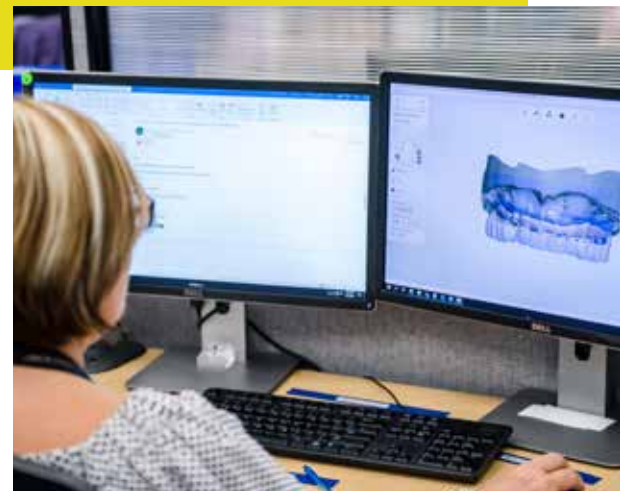


Led by a diverse leadership team of experienced Fortune 1000 leaders, we strive to foster a workplace inclusive of all individuals, where **everyone feels valued and respected.**

#### INNOVATION FOR GOOD

At ZimVie, we believe everyone deserves to feel better, healthier, stronger, and more confident. We are advancing clinical technology that makes this possible with:

- Implants, surgical tools, abutments, and restorative components
- Bone graft substitutes, membranes, and tissue regenerative products
- Intraoral scanners, CAD/CAM solutions, treatment planning and design software, surgical guides, and patient-specific restorations





[www.zimvie.com](http://www.zimvie.com)

This document is not a guarantee of continuation of benefits and ZimVie has the right to change the terms and conditions of benefits at any time. The above benefits are available to eligible full-time and part-time team members regularly scheduled to work 30 or more hours per week.

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