Zimmer Biomet Grants & Donations User Guide

Zimmer Biomet provides educational grant funding to support independent educational conferences that promote scientific knowledge, medical advancement, and the delivery of effective health care. Zimmer Biomet also provides charitable product donations for U.S. charitable surgeries as well as those occurring outside the U.S.

Funding decisions are made by regional team members comprised of Medical Education, Philanthropy, others as requested, and Compliance.

Types of Giving

MEDICAL EDUCATION EVENTS

Support for medical education events is generally limited to grants for non-Zimmer Biomet Educational meeting expenses, facility usage, or product support for training events involving Zimmer Biomet products.

PATIENT AND PUBLIC EDUCATION EVENTS

Zimmer Biomet can support patient and public education, but requests cannot be approved for events sponsored by an HCP's private practice or any affiliated organization.

GRAND ROUNDS AND LECTURESHIPS

Grants may be used for reasonable speaker fees, travel and lodging for speakers, and, only occasionally for modest meals for speakers and attendees. Funding may not be used for lodging if the speaker is a staff member at the requesting organization.

ENDURING EDUCATION MATERIALS

Grants may be used to develop enduring educational materials (i.e. reusable medical education items that are printed, recorded, or electronic/digital). Requests to develop the content of a live event (e.g., webinars) must be received prior to the event. Participants may not be charged for the materials if the grant covers the full cost of preparing these items.

RESEARCH GRANTS

Zimmer Biomet provides support to third-party non-profit organizations for medical research initiatives and requestors must apply through those third-party application processes.

In Canada only, Zimmer Biomet may provide direct funding to institutions with independent medical research initiatives that have scientific merit with well-defined objectives and milestones (funding may not be used for salary/benefits of medical professionals).

CHARITABLE PRODUCT DONATIONS AND MEDICAL MISSIONS

Zimmer Biomet considers product donation requests for U.S. charitable surgeries as well as medical mission trips occurring outside the U.S. For U.S. charitable surgeries, applications are submitted to Americares to facilitate the donation process. For Medical Mission trip requests, an application along with required documents must be submitted to Zimmer Biomet at least 90 days prior to the date product is needed.

FELLOWSHIP GRANTS

Zimmer Biomet provides support to third-party non-profit organizations for US fellowship programs and those programs must apply through the third-party application process.

Zimmer Biomet may provide direct funding for Canada Fellowship programs and CMF&T fellowship programs.

ATTENDANCE TO THIRD PARTY EDUCATION CONFERENCES (TPECs) (Latin America Only)

Zimmer Biomet may provide TPEC grants to healthcare organizations with a genuine educational or scientific purpose or function for the purposes of supporting HCP attendance at TPECs. Zimmer Biomet may also provide funds earmarked for the advancement of genuine educational purposes to a Professional Conference Organizer (PCO). All of the provisions governing TPEC grants shall also apply to such funds provided to PCOs. The recipient of the TPEC grant is solely responsible for selection of participants.

Educational Grants & Donations Eligibility

EDUCATIONAL GRANTS

Zimmer Biomet may provide grants to organizations and institutions that have a genuine educational or scientific purpose or function to support educational programs and events on scientific, clinical, or healthcare topics. Zimmer Biomet may place restrictions on a grant, but it may not seek to control or influence the content, faculty, educational materials, or methods of the educational program funded by the grant. Similarly, Zimmer Biomet may not select or instruct the organizational or institutional grant recipient to select specific HCPs or other individuals or organizations to benefit from Zimmer Biomet's grant funding.

ORGANIZATIONS AND INSTITUTIONS THAT MAY RECEIVE EDUCATIONAL GRANTS INCLUDE:

- Educational, scientific, and charitable entities and organizations
- Training Hospitals and academic medical institutions
- International, national, regional and specialty medical associations and societies
- Accredited continuing medical education providers and agents
- Public institutions and organizations, such as regulatory bodies
- Accrediting bodies
- · Professional conference organizers acting on behalf of grantees

UNSUPPORTED GRANT REQUESTS

While Zimmer Biomet aims to support genuine educational or scientific programs, there are some requests that cannot not be supported, such as, but not limited to:

- Requests from an individual or private practice
- Requests for education that are not within the scope of Zimmer Biomet's treatment solutions
- Requests from an individual who is not in charge of the program or event
- Requests for personal expenses of an HCP

CHARITABLE DONATIONS

The Zimmer Biomet Foundation was established as a philanthropic arm of Zimmer Biomet in order to address the needs of our global community. Please visit the **Zimmer Biomet Foundation** to learn more about the areas of support and how to apply for monetary funding.

Zimmer Biomet may provide charitable donations to non-profit organizations, with consideration given to ensure the bona fide nature of the charitable organization and/or the charitable mission. Zimmer Biomet focuses on product donations related to medical mission trips.

Zimmer Biomet does not make charitable donations to for-profit organizations and individual HCPs and practice groups unless otherwise permitted by established regional or business unit policies and procedures on grants and donations.

ZIMMER BIOMET PRODUCT DONATION REQUESTS FOR MEDICAL MISSIONS TRIPS

- Requestor is affiliated with a non-profit organization interested in medical missions
- Request is submitted at least 90 days prior to the date the products are needed
- Requestors are qualified medical professionals with the ability to use and prescribe the product requested
- Products requested will only be used for patients who are uninsured and unable to afford the services
- All required authorization for regulatory, import, and export requirements with confirming documentation provided, are obtained by the requesting non-profit
- The hospital in the country where your trip will occur will likely need to assist with obtaining the Ministry
 of Health (MoH) authorization letter, as they will be more familiar with the local government and
 contacts
- The MoH authorization letter allows registered and unregistered products into the country for charitable purposes

Zimmer Biomet Grants & Donations Request Process

Requests are initiated by submitting a written request through the online Grants Portal. Zimmer Biomet utilizes the platform "MediSpend" as our Grants Portal. For best outcome, utilize Google Chrome as your Search Engine.

Select the appropriate portal link below to align with the type of request you want to submit.

Charitable Donations

Monetary charitable donation requests, charitable product donations/medical missions

Educational Grants

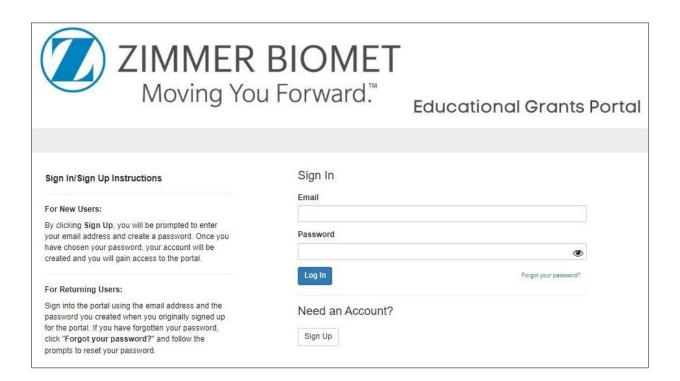
Non-Zimmer Biomet educational meetings, resident/fellow scholarship support, in-kind educational product, Direct Research Grants (Canada Only), TPECs (Latin America Only)

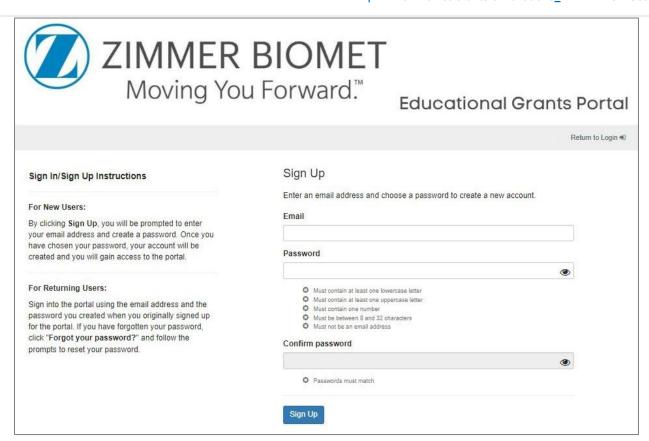
Direct Fellowship Funding (Canada Only)

Direct funding for Canada fellowship programs during open application cycle

New Applicant Registration *Applies to every portal link above*

Applicants will be taken to the Login screen which will provide instructions on the left-hand side. If you are already registered, you may simply log in via your email address and password. If you are new, you will need to click the **Sign Up** button and complete the sign up form.

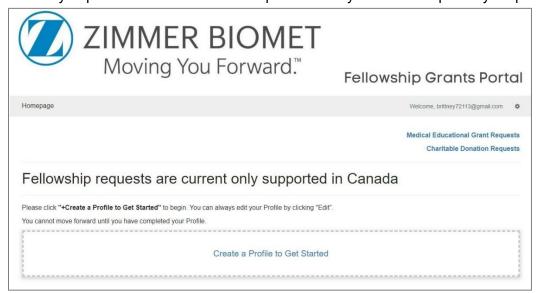




New Applicant Profile Setup *Applies to every portal link above*

Once you have registered for the first time, you will be requested to complete your user profile and will be able to access the **Dashboard**.

The system will not let you proceed to create a new request unless you have completed your profile.





Access to Other Request Dashboards

Navigation to other request portals will be displayed on the **Dashboard**. Once registered, you can pass between dashboards easily. Simply click on the other grant type to be taken to that dashboard.

A verification to continue to the dashboard will be displayed, select continue, you will be taken to the other request type dashboard.

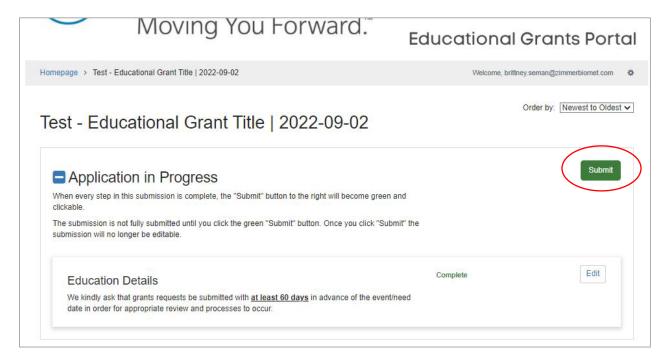


Applicant Dashboard and Request Tracking *Applies to every portal link above*

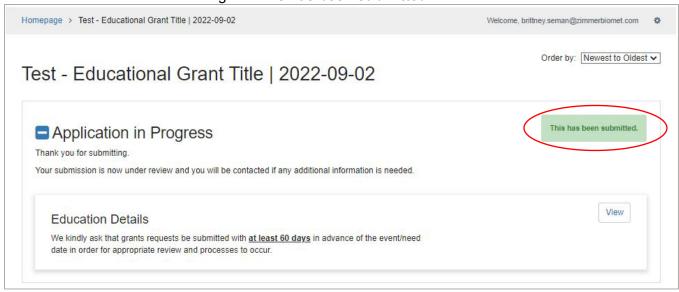
The applicant dashboard will allow you to do the following:

- **Profile Edit** update profile information.
- Get Started/Add Another button create a new request within the same portal
- View and track previously submitted requests:
 - Statuses will be displayed for each request.
 - Requests that are returned for more information will indicate in the status bar.
 If a request is approved, but close out documentation is required after the event, the status will remain in the Closeout Needed status until final documentation is provided. (See Funding Decision section below)

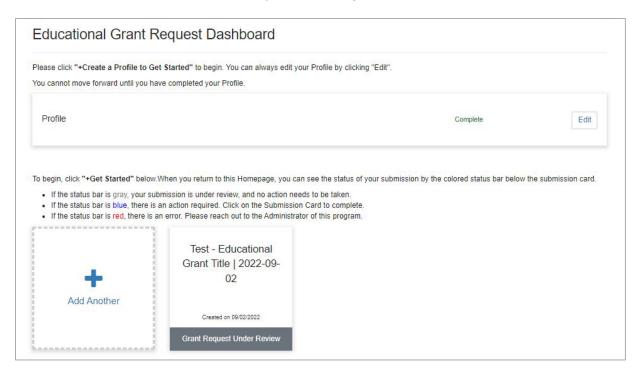
Once you've completed the required information within your request, you will need to select the green, **Submit** button.



You should then see the status change to This has been submitted.



Once you've submitted a request, you should receive an email notification of submission. You will also be able to see the status of each submitted request on your homepage as shown below.

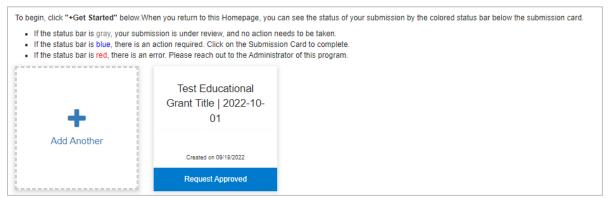


If additional information is needed to evaluate or complete the application, you will receive an email notification from Zimmer Biomet and the status of the request will be returned to **Application in Progress**. You will need to update per the requested changes and resubmit for review.

Request Decision Notifications *Applies to every portal link above*

You will receive a written notification once the application has been reviewed and a funding decision has been made, whether declined or approved.

Your request Dashboard should also reflect the funding decision and if reconciliation information will be required.

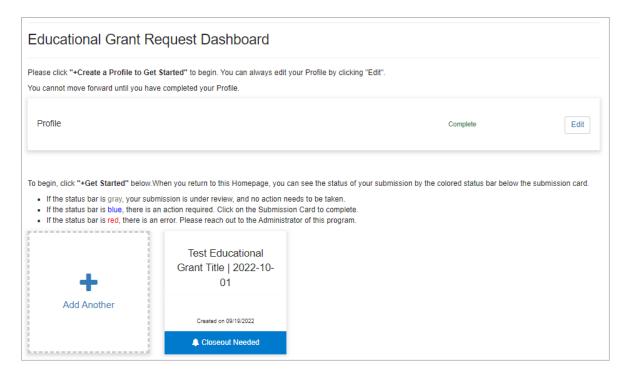


If the request is approved, you will receive an email notification informing you of a status change to your request. With receipt of the award notification, an electronic agreement will be routed for review and authorized signature.

Once logged into the portal, you can select *View* of the Award Letter to review additional notes and the approved amount. We ask that you *Acknowledge* the award.



If closeout documentation is required after the program/event, you will see the blue Closeout Needed status:





You will need to *Open* the Closeout Request section and complete as required, according the type of funding you received. Once Zimmer Biomet has reviewed, the request will be moved to **Completed** by the Zimmer Biomet team.

RECEIPT OF PAYMENT/DONATION

Zimmer Biomet is responsible for payment of all approved grants and donations. Product donations must be provided directly to the charitable entity or educational institution with which Zimmer Biomet has executed the approved written donation agreement.

Zimmer Biomet Grants & Donations Reporting

TRANSPARENCY REPORTING LAWS

PHYSICIAN PAYMENTS SUNSHINE ACT

The Sunshine Law applies to all of the following types of doctors, as long as they hold a current U.S. license to practice: Doctors of Medicine, Doctors of Osteopathy, Dentists, Podiatrists, Optometrists, and Chiropractors. This list is subject to change based on current U.S. laws and regulations.

OTHERS

There are also transparency laws in some other countries/states within Latin America and Canada that require to report transfers of value between medical device companies or their distributors. This support may be subject to reporting to those government agencies

MANUFACTURERS ARE REQURED TO REPORT:

- a) Direct payments and transfers of value
- b) Indirect payments and transfers of value
- c) Payments and transfers of value that are made to a third party at the request or on behalf of a physician

What are the nature of Payment Categories that must be used to describe payments and transfers of value?

The Payment/Transfer of Value must be categorized as one of the following:

- Travel and lodging (including specifying the destination)
- Education
- Research

- Charitable contributions
 - Grant
- Space rental or facility fees

Most of what is provided in the Transparency Reports is published annually on a searchable CMS public website (www.cms.gov/openpayments).

If you have any questions or require further information on the application process, please email: Grants.AMER@zimmerbiomet.com