

ZIMMER BIOMET HOLDINGS, INC.

**BOARD POLICY ON RATIFICATION OF
INDEPENDENT REGISTERED PUBLIC ACCOUNTING FIRM**

The Audit Committee's appointment of the independent registered public accounting firm shall be submitted to the stockholders of Zimmer Biomet Holdings, Inc. (the "Company") for ratification at each annual meeting of stockholders.

If a majority of stockholders voting on the matter do not ratify the Audit Committee's selection, the Audit Committee will consider any information submitted by stockholders in connection with the selection of the independent registered public accounting firm for the next year. Even if the selection is ratified, the Audit Committee, in its discretion, may direct the appointment of a different independent registered public accounting firm at any time during the year if the Audit Committee believes such a change would be in the best interests of the Company and its stockholders.

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