

ZIMMER BIOMET HOLDINGS, INC. (ZBH)

2026 DEF 14A · filed 2026-04-01 · CIK 0001136869

Headline facts

CEO TOTAL PAY

\$16,106,550

Ivan Tornos · 2025 · 7% YoY

CEO PAY RATIO ITEM 402(U)

200 to 1

Median employee: \$80,380

SAY ON PAY CD&A

95%

Extracted from: Compensation Discussion & Analysis

COMPENSATION COMMITTEE COMMITTEE REPORT

Compensation and Management Development Committee

Governance policies

CLAWBACK

present

PLEDGING

prohibited

HEDGING

prohibited

STOCK OWNERSHIP GUIDELINES

present

Peer snapshot

4 peers auto-selected from ZBH's disclosed compensation peer group. Each row shows the peer's latest filing.

TICKER	CEO TOTAL	PAY RATIO	MEDIAN EMP	COMP COMMITTEE
A AGILENT TECH- NOLOGIES, INC.	\$12,827,236	155 to 1	\$12,827,236	Compensation Committee
BDX BECTON DICKINSON & CO	\$17,129,140	374 to 1	—	Compensation Committee
BSX BOSTON SCIENTIFIC CORP	\$23,532,050	348 to 1	\$23,532,050	Compensation Committee
DXCM DEXCOM INC	\$7,985,960	—	\$58,663	Compensation Committee

Summary Compensation Table (latest disclosed year)

Year 2025

EXECUTIVE	SALARY	STOCK	CASH INCENTIVE	OTHER	TOTAL
Ivan Tornos Chairman, President and CEO	\$1,281,846	\$12,000,101	\$2,420,767	\$403,836	\$16,106,550
Jehanzeb Noor Named executive officer	\$683,000	\$5,100,212	\$730,913	\$27,409	\$7,874,209
Suketu Upadhyay CFO and EVP - Finance	\$906,780	\$4,000,104	\$1,141,636	\$163,284	\$6,211,805
Kevin Thornal Named executive officer	\$405,385	\$5,300,085	\$505,275	—	\$6,210,746
Wilfred van Zuilen Group President, EMEA	\$743,149	\$2,000,052	\$730,333	\$112,372	\$4,139,409

CEO pay mix (latest year)

Base salary	8%
Cash incentive	15%
Equity	75%
Other	3%
At-risk	90%

Every fact above, traced back to filing text

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CEO pay ratio = 200 to 1

Extracted from: CEO Pay Ratio section (Item 402(u)) · confidence 0.94

“2025 CEO Pay Ratio As required by Item 402(u) of Regulation S-K of the Exchange Act, we are providing the following information about the relationship of the annual total compensation of our CEO and the annual total compensation of our employees for 2025. Total Compensation Amounts and Ratio for 2025 For 2025, the ratio of the”

Median employee compensation = \$80,380

Extracted from: CEO Pay Ratio section (Item 402(u)) · confidence 0.9

“We then identified our median employee from the Median Group as an employee whose annual total compensation includes elements that we reasonably believe reflect our compensation practices for a representative employee. Annual Total Compensation of Median Employee To determine the annual total compensation of the median employee, we calculated the elements of that employee's compensation for 2025 in accordance with the requirements of Item 402(c)(2)(x) of Regulation S-K, resulting in annual total compensation in the amount of \$80,380. Zimmer Biomet 70”

Say on pay = 95%

Extracted from: Compensation Discussion & Analysis · confidence 0.84

“At our 2025 annual meeting of shareholders, approximately 95% of votes cast were in favor of our Say on Pay proposal.”

Compensation committee = Compensation and Management Development Committee

Extracted from: Compensation Committee Report (Item 407(e)(5)) · confidence 0.85

“Compensation and Management Development Committee”

Clawback policy = present

Extracted from: Compensation Discussion & Analysis · confidence 0.96

“Clawback Policy”), in compliance with the listing standards of the New York Stock Exchange”

Hedging policy = prohibited

Extracted from: Compensation Discussion & Analysis · confidence 0.93

“Prohibition on Hedging and Pledging”

Pledging policy = prohibited

Extracted from: Compensation Discussion & Analysis · confidence 0.93

“Prohibition on Hedging and Pledging”

Stock ownership guidelines = present

Extracted from: Compensation Discussion & Analysis · confidence 0.94

“stock ownership guidelines”