

Important news about your Globus Medical Inc. 401(k) Plan

Globus Medical Inc. is teaming up with Voya Financial® to bring you an enhanced experience for your Globus Medical Inc. 401(k) Plan. This notice is to inform you that your existing retirement plan at Fidelity will be moving to Voya in January 2025. Please read this notice in its entirety for details and key dates.

What you need to know

- Your account details, including your investments, deferral elections, beneficiaries, and loan payments will transfer to Voya automatically. You are **not required** to take any action. However, there may be some actions that you can take to ensure a smooth transition of your account. Read below for an important legal notice concerning the blackout period.
- Be on the lookout for additional details around the transition, and to learn more about Voya Financial, including their state-of-the-art retirement readiness tools and resources.
- New investment options – Please refer to the fund mapping chart enclosed in this mailing for more details.
- If you have any questions regarding this notice, please call **800-584-6001**. Voya customer service associates are available beginning the week of January 10, 2025, weekdays from 8 a.m. to 8 p.m. ET, excluding stock market holidays. Spanish speaking associates are also available.

You can visit **NuVasive.beready2retire.com** for more information and to find all the documents associated with this transition.

IMPORTANT - Blackout period

The transition to Voya will begin at **4 p.m., ET on December 30, 2024**, and is expected to be completed the week of January 10, 2025. During this time, you will be temporarily unable to direct or diversify investments or request a distribution in your individual account under the Globus Medical Inc. 401(k) Plan. This period, during which you will be unable to exercise these rights otherwise available under the Globus Medical Inc. 401(k) Plan, is called a “blackout” period. Whether or not you are planning to retire in the near future, we encourage you to carefully consider how this blackout period may affect your retirement planning, as well as your overall financial plan.

By the week of January 2, 2025, you can determine whether the blackout period has ended by visiting either **Voyaretirementplans.com** or **NuVasive.beready2retire.com**. You may also call 800-584-6001. You will need your Social Security number and the Personal Identification Number (PIN) that will be emailed to your email address on file.

More to come

Please be on the lookout for additional details from Voya around these enhancements. In the coming days, we'll provide you with an in-depth overview of the enhancements that have been made and outline the new and exciting plan features.

This is a brief, non-technical description of certain provisions of the Plan. It is not intended to be a complete statement of Plan provisions. If a description in this letter differs from the Plan documents, the Plan documents prevail. For additional information regarding the Plan, please refer to the Summary Plan Description (SPD).

Not FDIC/NCUA/NCUSIF Insured | Not a Deposit of a Bank/Credit Union | May Lose Value | Not Bank/Credit Union Guaranteed | Not Insured by Any Federal Government Agency

Any insurance products, annuities, and funding agreements that you may have purchased are sold as securities and are issued by Voya Retirement Insurance and Annuity Company ("VRIAC"). Fixed annuities are issued by VRIAC. VRIAC is solely responsible for meeting its obligations. Plan administrative services provided by VRIAC or Voya Institutional Plan Services, LLC ("VIPS"). Neither VRIAC nor VIPS engage in the sale or solicitation of securities. If custodial or trust agreements are part of this arrangement, they may be provided by Voya Institutional Trust Company. All companies are members of the Voya® family of companies.

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Fund mapping and Investment Option Changes

In addition, as part of the transition to Voya, your current Globus Medical Inc. 401(k) Plan investment elections will be automatically mapped to similar funds as part of this transition. A full breakdown of how these investments will be mapped is available for you below.

Effective January 2, 2025, the following changes will occur:

| Current Investment/Fund Name | Current Expense Ratio | Maps To | New Fund Name | New Expense Ratio |
|------------------------------|-----------------------|---------|---|-------------------|
| FID FDM IDX 2005 IPR | 0.08% | → | MyCompass Index Moderate Retirement Fund Fee Class R6 CIT | 0.11% |
| FID FDM IDX 2010 IPR | 0.08% | → | MyCompass Index Moderate Retirement Fund Fee Class R6 CIT | 0.11% |
| FID FDM IDX 2015 IPR | 0.08% | → | MyCompass Index Moderate Retirement Fund Fee Class R6 CIT | 0.11% |
| FID FDM IDX 2020 IPR | 0.08% | → | MyCompass Index Moderate 2025 Fund Fee Class R6 CIT | 0.11% |
| FID FDM IDX 2025 IPR | 0.08% | → | MyCompass Index Moderate 2025 Fund Fee Class R6 CIT | 0.11% |
| FID FDM IDX 2030 IPR | 0.08% | → | MyCompass Index Moderate 2035 Fund Fee Class R6 CIT | 0.12% |
| FID FDM IDX 2035 IPR | 0.08% | → | MyCompass Index Moderate 2035 Fund Fee Class R6 CIT | 0.12% |
| FID FDM IDX 2040 IPR | 0.08% | → | MyCompass Index Moderate 2045 Fund Fee Class R6 CIT | 0.12% |
| FID FDM IDX 2045 IPR | 0.08% | → | MyCompass Index Moderate 2045 Fund Fee Class R6 CIT | 0.12% |
| FID FDM IDX 2050 IPR | 0.08% | → | MyCompass Index Moderate 2055 Fund Fee Class R6 CIT | 0.12% |
| FID FDM IDX 2055 IPR | 0.08% | → | MyCompass Index Moderate 2055 Fund Fee Class R6 CIT | 0.12% |
| FID FDM IDX 2060 IPR | 0.08% | → | MyCompass Index Moderate 2065 Fund Fee Class R6 CIT | 0.12% |
| FID FDM IDX 2065 IPR | 0.08% | → | MyCompass Index Moderate 2065 Fund Fee Class R6 CIT | 0.12% |
| FID FDM IDX INC IPR | 0.08% | → | MyCompass Index Moderate Retirement Fund Fee Class R6 CIT | 0.11% |
| DRIEHAUS EM GRTH IS | 1.13% | → | American Funds New World Fund® - Class R-6 | 0.57% |
| FID TOTAL INTL IDX | 0.06% | → | Fidelity® Total International Index Fund | 0.06% |
| MFS INTL GROWTH R6 | 0.71% | → | American Funds EuroPacific Growth Fund® - Class R-6 | 0.47% |
| FID US BOND IDX | 0.03% | → | Fidelity® U.S. Bond Index Fund | 0.03% |
| METWEST TOT RTN BD P | 0.37% | → | PGIM Total Return Bond Fund - Class R6 | 0.39% |
| FID 500 INDEX | 0.02% | → | Fidelity® 500 Index Fund | 0.02% |
| JPM EQUITY INCOME R6 | 0.45% | → | Dodge & Cox Stock Fund - Class I Shares | 0.51% |
| CALVERT EQUITY R6 | 0.59% | → | To age-appropriate Target Date Fund | 0.45% |
| FID CONTRAFUND K6 | 0.45% | → | Fidelity® Growth Company K6 Fund | 0.45% |
| FID GROWTH CO K6 | 0.45% | → | Fidelity® Growth Company K6 Fund | 0.45% |
| FID MID CAP IDX | 0.03% | → | Fidelity® Mid Cap Index Fund | 0.03% |
| EAGLE MID CAP GR 1 | 0.64% | → | Janus Henderson Enterprise Fund - Class N Shares | 0.66% |
| MFS MID CAP VALUE CT | 0.62% | → | Victory Sycamore Established Value Fund - Class R6 | 0.54% |
| FID SM CAP IDX | 0.03% | → | Fidelity® Small Cap Index Fund | 0.03% |
| LOOMIS SM CP GRTH N | 0.83% | → | Vanguard® Explorer™ Fund - Admiral™ Shares | 0.34% |
| DELAWARE SMCP VAL R6 | 0.71% | → | DFA U.S. Small Cap Value Portfolio - Institutional Class | 0.31% |
| C&S US REALTY CT | 0.65% | → | Cohen & Steers Real Estate Securities Fund - Class I | 0.84% |
| FID GOVT MMTK K6 | 0.25% | → | Voya Fixed Account | 0.00% |
| GALLIARD STBLE RTN E | 0.32% | | Voya Fixed Account | 0.00% |

Self-Directed Brokerage Account (SBDA): Please note that any assets you may have invested in the Self-Directed Brokerage Account (SBDA) will transfer automatically to Voya. Additional details will be provided concerning any actions that you may need or want to take for this account.

Generally speaking, Target Date Funds target a certain date range for retirement, or the date the investor plans to start withdrawing money. Investors can select the fund that corresponds to their target date. They are designed to rebalance to a more conservative approach as the date nears. An investment in the Target Date Fund is not guaranteed at any time, including on or after the target date.

Each diversified portfolio starts with an asset allocation considered appropriate for its years from retirement and risk tolerance. Then each portfolio gets more conservative over time as it gets closer and closer to its retirement date. The objective is to achieve the highest possible returns while minimizing potential risks. (Please note: there is no guarantee this objective will be met).

MyCompass Index are Collective Investment Trusts available only to qualified plans. They are not mutual funds and are not registered with the Securities and Exchange Commission.