

Bioventus Inc.

## **CODE OF COMPLIANCE AND ETHICS**

Our mission is to make a difference by helping patients resume and enjoy active lives.



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## Our Shared Commitment

Every day we deliver on a promise to uphold the highest ethical standards when we do business. This Code of Compliance and Ethics evidences our shared **commitment** and is a public record of that promise. It is a pledge we make to all of our stakeholders that we will conduct our business compliantly, ethically, and in a manner that reflects our underlying values. It is not negotiable. It is our solemn pledge because we understand that our long-term success depends on us making the best choices for Bioventus and patients, customers, and all stakeholders we serve.

# We demonstrate our commitment to integrity everyday

You and those with whom we do business are the cornerstones to building and preserving the trust of our stakeholders. As a representative of Bioventus you are entrusted with the Company's reputation. By acting legally and with integrity, you demonstrate your commitment to maintaining Bioventus' reputation for conducting business ethically.

## Our Commitment to Acting with Integrity

Our Compliance Program evidences our **commitment** to managing risk areas, ensuring adherence to our standards, and promoting accountability and leadership through the oversight of activities and communication of our standards and expectations.

This Code of Compliance and Ethics (Code) of Bioventus Inc. (Bioventus, the Company or we) is a guide to your understanding of how our core values are to be translated into consistent actions worldwide. It does not cover every issue that may arise, but outlines our principles to help you resolve issues you may face on a daily basis. You should know its contents and consult it whenever you are unsure of what actions to take in a given situation. You should also consult all policies and procedures applicable to the activity in question. You can also raise questions about the Code or any Bioventus policy and procedure with your manager, or a member of Human Resources, Legal or Compliance.

This Code is designed to guide and support you in fulfilling our shared **commitment**. Bioventus has adopted the Code to promote:

- Compliance with applicable governmental laws, rules and regulations.
- Honest, transparent, and ethical conduct, including the ethical handling of actual or apparent conflicts of interest between personal and professional relationships, and in all interactions with patients, healthcare professionals, customers, colleagues, and third parties, including government employees.
- Full, fair, accurate, timely, and understandable disclosure in reports and documents that Bioventus files with, or submits to, the Securities and Exchange Commission and other government agencies, and in other public communications made by Bioventus.

- Protection of Company assets, including confidential information.
- Fair and ethical business practices.
- Personal accountability for adherence to this Code.
- The prompt internal reporting to Compliance of violations of this Code.

This Code applies to all directors, officers (including our principal financial officers), and other employees, and those with whom we do business. In this Code, any reference to our "principal financial officers" refers to our principal executive officer, principal financial officer, principal accounting officer, and controller, or persons performing similar functions. This Code, as applied to the Company's principal financial officers, is our "code of ethics" within the meaning of Section 406 of the Sarbanes-Oxley Act of 2002 and the rules promulgated thereunder.

Managers have an added responsibility to be role models and provide guidance to their employees and peers. Managers should support our Code by:

- Educating all current and new employees and business associates under their supervision about the substance and application of the Code and how to conduct business ethically.
- Emphasizing, by words and action, Bioventus' continuing commitment to compliance and the prevention, detection, and correction of inappropriate conduct by, for example, ensuring their employees take and understand all required compliance training.
- Ensuring strict compliance with Bioventus' non-retaliation policy.
- Encouraging employees to speak up and report compliance related concerns.

## We put the interests of the people who need our products first.

We believe that a healthcare professional's decision to recommend or prescribe healthcare products should be based solely on the best interests of the patient. We also believe that patients and customers have a right to expect that the products they buy and use are safe, effective, and of high quality.

### Our Commitment to Patients and Customers

We are in a highly-regulated industry and our activities are guided by government agencies, health ministries, and other regulatory authorities worldwide. The laws and regulations that apply to medical device companies continue to evolve. You are expected to comply with all clinical, regulatory, and healthcare program requirements in the countries where we do business. You are responsible for ensuring that your interactions and relationships are transparent, lawful, and consistent with Bioventus policies. For more detailed information, see ***Bioventus Global Policy, Promotion and Bioventus Global Policy, Meals and Other Transfers of Value to Healthcare Professionals***.

Integrity is how you act even when no one is looking!

#### **We protect healthcare providers and patients from improper influence**

All interactions with healthcare professionals are potentially subject to close government and public scrutiny and require special sensitivity, especially when we are providing of value, such as meals or educational materials. You are responsible for ensuring that Bioventus is in compliance with rules and regulations designed to protect patients and consumers, improve the quality of products and healthcare services, and help eliminate fraud and improper influence on medical judgment.

When engaging in interactions with healthcare professionals, adhere to the following principles:

- **Avoid Perceptions of Inappropriate Influence:** Your interactions should project an image and perception of ethics and integrity. Avoid even the perception of improper influence. You may not influence purchasing decisions through undue or improper advantages.
- **Ensure Transparency in All Interactions:** Your interactions must be transparent and comply with national and local laws, regulations, professional codes of conduct, and Bioventus policies. The provision of meals and other items of value must be consistent with Bioventus policy. Where reporting is required, the disclosure must be timely, accurate, and complete.
- **Compensate at Fair Market Value:** Any payments you make or authorize to healthcare providers must represent a fair market value for the services performed. All items of value or hospitality must be consistent with applicable codes, laws, and regulations. Where reporting is required, the disclosure must be timely, accurate, and complete.
- **Document Activities:** Any services you contract for must be documented in a written agreement that outlines the purpose of the interaction, the services to be performed, the method for reimbursement of expenses, and the remuneration to be paid.

### **We promote our products ethically and honestly**

Patients and healthcare professionals have the right to decide the most appropriate treatment options available to them based on truthful, accurate and balanced information. When acting in a promotional capacity, you should provide a balanced presentation of our products, which is fully informative, fair, and consistent with the product's approved labeling and applicable legal requirements. You may only use Bioventus-approved materials to promote our products.

### **We engage in appropriate scientific exchange and support**

Bioventus engages in appropriate scientific exchange. You may not solicit or prompt healthcare professionals or others to ask questions about unapproved uses of our products. Only members of our Medical Affairs team, acting in a non-promotional capacity, may respond to unsolicited requests for off-label information. These scientific exchanges and materials are truthful, accurate, balanced, non-misleading, and supported by scientific evidence. You should direct any requests for off-label information to Medical Affairs using the Medical Information Request Form (MIRF). This form can be found on the Contact Us tab on the Bioventus website at <https://www.bioventus.com/>.

### **We respond promptly to reports of adverse events and product complaints**

Bioventus is committed to providing products that are safe, effective, and of the highest quality. Understanding a product's safety profile, as well as its quality and performance characteristics, is essential. That's why we all share responsibility for reporting safety, quality, or performance issues concerning Bioventus products. If you become aware of a product complaint or an adverse event you should report it within 24 hours by contacting [complaints@bioventus.com](mailto:complaints@bioventus.com) or send a fax to 1-866-463-2717.

**Integrity Commitment** – Always use truthful, accurate, and balanced information to promote our products consistent with approved labeling.

# We do business the right way.

We are committed to acting with integrity in all aspects of our work. We do not tolerate bribery or corrupt conduct, either in our direct business dealings or by a third party acting on our behalf.

## Our Commitment to Do Business The Right Way

### **We don't offer or promise anything of value with the intention of gaining an improper business advantage**

Bioventus prohibits its employees and anyone acting on its behalf from offering, giving, requesting, or accepting a bribe. You may not offer, authorize, or provide a payment or benefit that is intended to improperly influence - or even that appears to unduly influence - or even appear to unduly influence - anyone, or to gain any unfair business advantage. Remember that a bribe is not limited to the exchange of money but could also include the promise or giving of a gift, entertainment, travel, or a favor. If a government official or employee requests or demands any such benefit, report this immediately to Legal or Compliance. See ***Bioventus Global Policy, Anti-bribery and Anti-corruption.***

### **Government Officials**

You may interact with government officials and employees while representing Bioventus. Such interactions must comply with these rules and be conducted with integrity. You should not do anything that could be viewed as an attempt to improperly influence the decisions of a government, its officials or its employees. Never offer anything of value that could be seen as a bribe or kickback. If contacting a government agency or employee is not a normal activity or responsibility for you, you must contact Legal before doing so.

**Integrity Commitment** – You should never offer, authorize, provide, or accept a payment or benefit that is intended to improperly influence — or even appears to improperly influence — anyone to gain any unfair business advantage.

### **We avoid conflicts of interest**

When we do business, we put the interests of our patients, customers and other stakeholders first.

You should avoid any actual or apparent conflicts of interest. A conflict of interest exists when your personal interest interferes with the interests of Bioventus. A conflict of interest can arise whenever you take action or have an interest that prevents you from performing your Company duties and responsibilities honestly, objectively and effectively. Any time a conflict appears, or you are concerned that a conflict might develop, you are required to discuss the matter with your manager or a member of Legal or Compliance. All transactions that would give rise to a conflict of interest involving a director, executive officer, or principal financial officer must be approved by our Board of Directors. Any such approval will not be considered a waiver of this Code.

### **We work with healthcare professionals for the benefit of all stakeholders**

To provide better, more effective products for patients, we regularly engage healthcare professionals to provide various bona-fide services in support of our business. Because many healthcare professionals are also our customers, there is the risk that patients and others might perceive potential conflicts of interest, even if none exist. To avoid any conflict of interest, we conduct all interactions with healthcare professionals with the utmost integrity, adhering to government and industry regulations, as well as enforcing strict internal guidelines. For more detailed information, see ***Bioventus Global Policy, Promotion and Bioventus Global Policy, Meals and Other Transfers of Value to Healthcare Professionals.***

### **Appropriate Gifts and Gratuities**

Employees or those working on behalf of Bioventus (including members of their immediate families) cannot accept gifts, services, discounts or favors from those with whom Bioventus does business or considers doing business, other than gifts or meals of nominal value.

## We respect global trade laws

Many countries in which we operate have laws controlling the import and export of technology, personal information, medical devices and other goods. Governments also periodically impose trade restrictions on certain countries, entities, and individuals. These laws are commonly referred to as boycotts. Make sure you understand all global trade policies that apply to your job. Contact Legal whenever a question arises.

### Integrity Commitment:

- Be transparent in your interactions at all times.
- Identify and avoid situations that even create a perception that your conduct could improperly influence your professional responsibilities or that of others.

## We adhere to established quality standards in our research, development, and manufacturing

Bioventus balances its mission to innovate and significantly improve lives with a commitment to our regulatory obligations in the areas of research, development, and manufacturing. Bioventus is committed to conducting activities consistent with all applicable laws and regulations, as well as recognized international ethical guidelines such as Good Laboratory Practices (GLP), Good Manufacturing Practices (GMP) and our internal quality standards.

### Antitrust and Anti-competition

Antitrust, anti-competition, and anti-monopoly laws help preserve fair competition by limiting abusive behavior. At a minimum, they prohibit agreements between Bioventus and our competitors that affect prices, terms or conditions of sale, or fair competition. Never discuss product pricing, markets, and development; marketing and sales plans; or key costs, such as research and development or labor costs, with anyone outside of Bioventus without first contacting Legal.

## Our Commitment to Our Investors and the Public

### We do not engage in insider trading

As a company that is publicly traded, Bioventus is subject to regulations regarding insider information. Furthermore, the public and our investors must have confidence that we conduct business with integrity. Bioventus employees should not trade Bioventus common stock based on material, non-public information. Information is material if it could influence an investor's decision to buy, sell, or hold Bioventus shares. Information is considered non-public if Bioventus has not disclosed it to the public. For more details, see ***Bioventus Global Policy, Insider Trading.***

### Waivers of the Code

Any waiver of this Code for our directors, executive officers or other principal financial officers may be made only by our Board of Directors and will be disclosed to the public as required by law or the rules of The Nasdaq Stock Market LLC. Waivers of this Code for other employees may be made only by our Chief Executive Officer or General Counsel and will be reported to our Compliance, Ethics and Culture Committee.



## We treat one another with dignity and respect.

We recognize that our people are our greatest strength. We are committed to providing a positive working environment and treating one another with dignity and respect.

### Our Commitment to Each Other

#### We cultivate open communication

It is important to ask questions when you are unsure of the right course of action. Bioventus has an “Open Door” policy, meaning if you have questions or concerns you should feel comfortable raising them. All Bioventus employees and resources are expected to provide you the support you need to ensure you can perform your job responsibilities consistent with legal and policy requirements.

It is your responsibility to use these resources to uphold Bioventus standards and principles.

#### We ask questions and raise concerns

You should ask questions whenever choices or actions related to your work are unclear. If you have concerns about potential misconduct, you should speak up and raise these concerns.

#### Reporting Concerns

You have an affirmative obligation to report any actual or suspected violation of laws, regulations, this Code or other Bioventus policies and procedures.

**Integrity Commitment** – Ask questions whenever choices or actions related to your work are unclear. If you have concerns about potential misconduct, speak up and raise these concerns, and if preferred, do so anonymously via the Bioventus Ethics and Advice Line at [Standup.Bioventus.com](https://standup.bioventus.com)

Our ability to investigate and remediate misconduct successfully depends on prompt and confidential reporting. If you know of or suspect misconduct or any violation of this Code, immediately report the conduct using the communication channels below and do not attempt to investigate or determine facts on your own. There are multiple communication channels at Bioventus to report potential misconduct, violations or other concerns:

- Contact your manager.
- Contact anyone in management.
- Contact Human Resources, Legal or Compliance.
- Contact the Bioventus Ethics and Advice Line where reports of suspected violations may be made anonymously. The site can also be accessed by country and language.
  - [Standup.Bioventus.com](https://standup.bioventus.com)
  - 855-311-4148 (US)
  - +1 866-766-9076 (Outside the US)

#### Maintaining Confidentiality

To protect both Bioventus and the individuals involved, it is essential that confidential Company matters and investigations remain confidential to the extent permitted by law.

#### Disciplinary Action

Everyone is expected to adhere to applicable global laws, rules and regulations, as well as this Code and Bioventus policies and procedures. Anyone found to be in violation of this Code will be subject to disciplinary action, up to and including termination (or, in the case of a director, a request that such director resign), and in appropriate cases, may be subject to civil action or referral for criminal prosecution. Disciplinary action will depend on the nature of the violation and the circumstances involved.

## We support colleagues who report misconduct

Bioventus maintains a strict non-retaliation policy. No one may retaliate against anyone who raises a good faith concern about potential misconduct or known or suspected violations of this Code. Any person engaging in retaliatory activity will be subject to discipline, up to and including termination. Concerns about potential retaliation should be reported promptly to Human Resources, Legal, or Compliance.

## We promote workplace health and safety

We recognize that safety and health rely not only on effective policies and procedures, but also on a **commitment** from everyone at Bioventus to include health and safety considerations in their work practices. We work together to build and maintain a safe, respectful, and productive work environment.

## Conduct in the Workplace

We do not tolerate improper conduct in the workplace. You must maintain a work environment in which all feel welcome and free of harassment, discrimination, or other improper conduct.

In daily work activities, you should behave with courtesy and consideration when interacting with other employees and people with whom Bioventus has business dealings. You should not engage in:

- Racial, religious or other stereotyping.
- Derogatory jokes, comments or gestures.
- Physical or verbal conduct of a sexual, racist or defamatory nature.
- Intimidating or aggressive acts.
- Inappropriate humor.
- Communicating or displaying offensive material in the workplace.

**Integrity Commitment** – Always treat others with respect and fairness.

## Disclosure of Debarment, Exclusion and Other Restrictions

You must immediately self-disclose any information that might preclude your involvement in Company business operations. This includes any restrictions preventing involvement in United States federal healthcare programs. Bioventus reserves the right to screen employees and third parties for exclusion, debarment or any other ineligibility in healthcare programs or government contracts. For more detailed information, see **Bioventus Global Policy, Exclusions Screening**.

## Substance Abuse

Substance abuse can pose serious health and safety hazards in the workplace. You are expected to create an environment free of substance abuse. The use of illegal drugs and the misuse of alcohol and other substances, including over-the-counter or prescription drugs, is prohibited in the workplace. The workplace includes anywhere you are conducting Bioventus business, regardless of time or location.

## We value our diversity and respect fair employment practices

Bioventus makes employment decisions without regard to race, color, religion, creed, gender, pregnancy or related medical conditions, age (40 and over), national origin or ancestry, physical or mental disability, sexual orientation, genetic information, or any other consideration protected by national, state, or local laws. Employment decisions include, but are not necessarily limited to, hiring, termination, job assignment, promotion, transfer, wage review, and access to Company-paid fringe benefits.

## We respect human rights

Bioventus believes in the fundamental dignity of every human being. We are committed to respecting human rights as recognized by the principles of the United Nations Global Compact and related declarations and the core labor standards set out by the International Labor Organization. Bioventus condemns the use of forced labor and exploitative child labor and respects employees' lawful freedom of association. Bioventus expects that those working on our behalf commit to these principles.

## We build strong, fair and open relationships that benefit our business and our customers.

Strong business relationships play a key role in our success. We deal with all our business associates, including vendors, distributors, contractors and suppliers, fairly, openly and with integrity. We expect high ethical standards from them as well.

### Our Commitment to People With Whom We Do Business

#### **We choose our business associates carefully**

We select suppliers, vendors, and third parties based on clear and objective criteria including, price, and quality of goods or services, capability, reputation, and past performance. We also have an expectation that they will act consistently with our compliance and ethics requirements. We conduct appropriate due diligence in choosing our business associates and we expect them to comply with all applicable laws.

#### **We enter into appropriate arrangements with healthcare professionals**

All arrangements with healthcare professionals are based on documented need and internal policies and procedures related to arrangements with healthcare professionals. See ***Bioventus Global Policy, Interactions with Healthcare Professionals.***

Bioventus chooses healthcare professionals based on the healthcare provider's skills and experience, and its choice is not affected by any improper considerations, such as past or future sales.

#### **We follow proven procurement practices**

Bioventus will buy all of its supplies and requirements on the basis of price, quality and service. We will deal with all vendors fairly, honestly, and openly. This commitment extends to indirect services such as advertising, auditing, banking, legal, construction and maintenance, and to direct services such as purchasing goods.

#### **We don't accept items of value intended to improperly influence our business decisions**

We don't solicit gifts, hospitality or other benefits from current or potential business associates. We accept no item of value that is intended to improperly influence our business decisions.

#### **We expect high ethical standards from our business associates**

Bioventus expects those working on our behalf to be familiar with this Code and abide by its principles and applicable Company policies. We do not direct, authorize, or condone any illegal act by our business associates. If you become aware of any compliance issue relating to a business associate, you should report it to Legal or Compliance.

# We safeguard our assets and maintain our financial integrity.

We are committed to protect the physical, intellectual property, and financial assets of Bioventus.

## Our Commitment to Our Investors and The Public

### We keep accurate and timely records

Bioventus is committed to honestly and accurately recording and reporting all Company information, both financial and non-financial. You must maintain books and records that accurately reflect the true nature of transactions entered into or conducted by or on behalf of Bioventus. Your records must have enough detail to demonstrate that the transactions meet all applicable legal requirements and our system of internal controls. You must execute transactions in accordance with management's authorization and in conformity with accounting standards and other applicable criteria. For example, expense reimbursement requests must accurately reflect the true nature and amount of the expenses.

**Integrity Commitment** – You should record and maintain transactions accurately and with reasonable detail. Records should be free from false, misleading, and inaccurate information.

### We are committed to preventing and detecting fraud

You are responsible for recognizing and reporting fraud, falsification of records, or other irregularities. Fraud means any irregularity or suspected irregularity related to Bioventus' business and involving employees, vendors, or others providing service or materials to the Company.

Managers have a responsibility to be vigilant in efforts to identify irregularities that might occur in their areas of responsibility, and to establish standards and procedures designed to prevent and detect fraud.

### We prevent inappropriate or unauthorized access to confidential information

It is very important to safeguard the Company's proprietary and confidential information and to refuse any improper access to such information and the confidential information of any other company, including our competitors, entrusted to us for whatever purpose. You should only share Company proprietary and confidential information with others within Bioventus if they need to know it to do their job. You may only disclose Bioventus proprietary or confidential information to anyone outside of Bioventus after Legal has executed a confidentiality agreement. You should avoid inadvertent disclosures in social conversations or discussions or correspondence with anyone outside of Bioventus.

Help protect Bioventus by following these principles:

- Be careful when using electronic means of storing and sending information.
- Do not provide confidential or proprietary information to third parties, including business associates and vendors, without appropriate authorization and any required confidentiality agreements. If in doubt, check with your manager or Legal.
- Do not discuss confidential information in places where you can be overheard.
- Secure all confidential information when working in an open environment.
- Dispose of confidential or proprietary information correctly, and beware of informal telephone or email requests from outsiders seeking information (commonly known as "phishing").

## **We respect patents, trademarks and copyrights**

You are expected to support the establishment, protection, maintenance, and defense of Bioventus intellectual property rights, including its patents, trademarks, trade secrets and copyrights, as well as scientific and technical knowledge, know-how and experience developed in the course of Bioventus' activities. You should also respect the intellectual property of others. Unauthorized use, theft, or misappropriation of third-party confidential information or intellectual property may result in significant fines, lawsuits, injunctions, or criminal penalties for you and Bioventus.

## **We exercise care to ensure the security and integrity of our information systems**

Bioventus is committed to ensuring the security and proper use of our information systems and devices, and to preventing the loss, alteration, misuse, or unauthorized access to Bioventus' data and systems. To ensure the security and integrity of Bioventus technology and information systems you should:

- Only use Bioventus authorized software, applications (apps), devices and procedures.
- Not share your password except for a valid business reason (such as with Bioventus technical support).
- Share Bioventus business information only with authorized parties.

## **Access to Electronic Communications**

Bioventus respects the individual privacy of its employees and those working on our behalf; however, these privacy rights do not extend to any work-related conduct or to the use of Bioventus-provided equipment, systems or facilities. You should not have an expectation of privacy with respect to Company-provided equipment or the use of personal equipment on or connected to Bioventus' networks or used for Company business. The Company's mobile electronic and digital devices (including iPad®, laptops, etc.), voicemail and computer systems are the property of Bioventus and are expected to be used primarily for job-related communications. Although employees are provided with individual passwords to access Company systems, the contents of electronic communications shall be accessible at all times by Bioventus for any business purpose.

## **Use of Company Property or Services**

As a general rule, Bioventus property and services may not be used or removed from Bioventus for any personal benefit for you or anyone else. Bioventus realizes that sometimes the line between personal and Company benefits is difficult to draw, and sometimes there are both personal and Company benefits in certain activities. You should ensure that your manager approves any use of Bioventus property or services that is not solely for the benefit of Bioventus.

## **We protect the privacy and security of the personal information entrusted to us**

We respect the privacy of those who share their personal data with us, including customers, patients, healthcare professionals, investors, business associates and Bioventus employees. We apply the same high standards to the personal data we handle as we do to confidential information, but in the case of personal data we also comply with requirements under applicable global privacy laws and Bioventus policies governing the use of such information. You are expected to protect the privacy of this information and to only use personal data for appropriate business purposes. Only share information with others when they have a legitimate business reason to know it and the disclosure is not prohibited. Preserving the privacy of personally identifiable information is critically important to Bioventus. See **Bioventus Global Privacy Program** for more information.

**Integrity Commitment** – You should read and understand the Bioventus Global Privacy Program and handle and protect personal data appropriately.

## We use social media in a responsible manner

Bioventus recognizes that social media, such as LinkedIn, Facebook and Twitter, is a powerful tool for engaging with people internally and externally. You must consult Corporate Communications and Legal when creating any Company-authorized social media. All posts referencing Bioventus or Bioventus interests, including personal posts on social media, are subject to the **Bioventus Global Policy, Social Media**. Remember, only people who are specifically authorized may speak on behalf of Bioventus.

“Social media” refers to interactive digital technologies and practices that enable people to use, create, and share content, opinions, insights, experiences, perspectives, and other information. The hallmarks of social media are user-generated content and interaction. When engaging in social media activities, adhere to these general principles:

- Do not communicate any confidential or sensitive information about Bioventus, including any non-public information that might be of use to competitors, or, if disclosed, harmful to Bioventus or its collaborators, customers, or suppliers.
- Represent Bioventus in a professional manner.
- Be truthful, accurate and respectful.
- Ensure any communications about our products or services are truthful, non-misleading, and consistent with the scope of applicable product labeling.
- Do not make any product claims – all product claims are subject to, and must follow **Bioventus’ Legal, Medical, and Regulatory (LMR) Approval Process**.
- Ensure your profile and content of your posts are how you wish to present yourself to patients, customers and colleagues.
- Refer media inquiries to Investor Relations or Legal.
- Report adverse events found on the Internet or social media to [complaints@bioventus.com](mailto:complaints@bioventus.com) within 24 hours.

## Integrity Commitment:

- Ensure you are familiar with the *Bioventus Global Policy, Social Media* and your responsibilities concerning social media.
- Always be truthful, accurate, and respectful of others when using social media.

## Political Activity

Everyone is free to participate in the political process. Your involvement and participation must be on your own time and expense. It is your responsibility to obey all laws relating to political contributions. Further, if you speak on public issues, you must be clear that your comments or statements made are yours and not the Company’s statements.

## Compliance with Regulation FD

In connection with its public communications, Bioventus is required to comply with a rule under the federal securities laws referred to as Regulation FD (which stands for “fair disclosure”). Regulation FD provides that, when we disclose material non-public information about Bioventus to securities market professionals or stockholders (where it is reasonably foreseeable that the stockholders will trade on the information), we must also disclose the information to the public. “Securities market professionals” generally include analysts, institutional investors and other investment advisors.

Bioventus has designated certain individuals as “spokespersons” who are responsible for communicating with analysts, institutional investors and representatives of the media. Any employee or director who is not a designated spokesperson of Bioventus may not communicate any information about the Company to analysts, institutional investors, or representatives of the media, except at the request of the Chief Executive Officer or Chief Financial Officer.

For more information on the Company’s policies and procedures regarding public communications and Regulation FD, please contact the General Counsel for a copy of the Company’s **Policy Statement - Guidelines for Corporate Disclosure** or with any questions you may have about disclosure matters.



## We make a difference to local communities and the world.

We want the communities in which we work and the wider society in which we live to benefit from our presence – not only through the products we provide, but also by our efforts to support our local communities and to protect the environment.

### Our Commitment to The Communities in Which We Work and Live

#### **We respect the environments in which we work and live**

All of us are responsible for maintaining a safe and healthy workplace, respecting the environment, and conserving natural resources. You should comply with all environmental laws and regulations and conduct business operations in such a way as to avoid or minimize any possible adverse impact on the environment.

#### **We manage our corporate social responsibilities with integrity**

Bioventus recognizes that helping society benefits us all. We support charitable organizations and patient groups, especially those that run closest to our clinical and scientific goals. See ***Bioventus Global Policy, Grant and Donations***. Additionally, we support and commend colleagues who donate their time and effort to community development initiatives and civic causes.

What Bioventus expects of you is **Commitment**.

YOUR COMMITMENT TO “DOING IT RIGHT” IS A  
CRITICAL FACTOR FOR OUR FUTURE SUCCESS  
AND IT IS “THE RIGHT THING TO DO”