

## Bioventus Expectations of Third Parties

### INTRODUCTION

At Bioventus, we are committed to working to high standards of ethical and compliant behavior. We are doing business with you because we know that you share our commitment to ethical business conduct. You and those representatives who work on behalf of Bioventus, are the cornerstones to building and preserving the trust of our stakeholders. As a Bioventus representative you are entrusted with the Company's reputation. By acting ethically and legally, you demonstrate your commitment to maintaining Bioventus' reputation for conducting business ethically and with integrity.

These Expectations, aligned with the Bioventus Code of Conduct, give you clear understanding of conduct we expect from third parties working with us. We consider these Expectations when we select third parties, and we expect our third parties to adhere to the requirements of these Expectations. If a third party violates these expectations, applicable laws or industry codes of conduct, we will review that business relationship and take appropriate action, such as terminating that relationship within our contract rights and applicable law.

### OUR EXPECTATIONS OF YOU

We expect you to conduct business done on our behalf in an ethical manner that is compliant with all applicable laws and industry codes of conduct. We developed our specific Expectations for you based on the requirements in our Code, and these Expectations apply to you even if the business culture in your country does not follow them. You must ensure prompt and effective communication and training about these rules to anyone doing business on your behalf. Consider these Expectations before you make a decision or take any actions on our behalf – and seek guidance from your Bioventus contact if you do not understand an expectation and before you take any action you think may not be in accordance with these Expectations, applicable laws, or industry codes.

### ANTI-CORRUPTION

Simply put, you may not offer, give, request, or receive bribes or facilitating payments.

We expect you to comply with all applicable local or global anti-bribery and anti-corruption laws, including the United States Foreign Corrupt Practices Act, the United Kingdom Bribery Act, and other laws adopted pursuant to the Organization for Economic Cooperation and Development Convention on Combating Bribery.

You or anyone working at your direction may not seek, offer, give, or permit a payment, service, gift, or anything of value to any customer, Healthcare Professional (HCP), Government Official (GO), Bioventus employee, or any other third party for the improper purpose of obtaining or maintaining any business advantage or influencing official action. You also may not request or accept a payment, service, gift, or anything of value from a HCP, GO, or any third party for an improper purpose. "Anything of value" includes, but is not limited to: cash, contracts, discounts, donations, employment offers, entertainment, gifts, grants, loans, meals, rebates, travel and accommodations, or use of materials, equipment, software, or facilities. "Facilitating payments" are payments of a small amount to ensure or speed up the proper performance of a GO's routine duties.

## **CONFLICTS OF INTEREST**

You must be free from conflicts of interest that jeopardize your ability to make decisions/take actions in the best interests of Bioventus. None of your activities should damage Bioventus' reputation. You must voluntarily declare all potential conflicts of interest, including those that may arise inadvertently due to either business, customer, or personal relationships with clients, other third parties, or business associates.

Regarding potential conflicts of interest, do not:

- Offer business hospitality or gifts under circumstances that would induce improper conduct or that could create the appearance of impropriety.
- Accept any item or benefit of significant value if the purpose, effect, or appearance is to influence your judgment.
- Make hiring decisions based on your desire to retain or obtain Bioventus business. In particular, do not hire any immediate family member of an HCP or GO to encourage that individual to use or buy our products or to obtain or retain business or to influence an official action.

Always consider how your actions may appear. Remember, even when nothing wrong is intended, the appearance of a conflict can have negative effects.

## **DATA PRIVACY**

You must respect the privacy of Bioventus employees, consumers, customers, suppliers, and other third party partners, and must take all reasonable and appropriate steps to safeguard personal information provided pursuant to your business relationship with Bioventus. We require our third party partners to collect, process, use, store, and retain personal information obtained from Bioventus, or the aforementioned parties, only as necessary and in compliance with all applicable data privacy and data protection laws.

## **PRODUCT PROMOTION**

You must only use promotional or marketing materials that state indications and product claims that are consistent with those registered and approved for the product in the local market. When promoting Bioventus products, you must:

- Only use promotional materials that have been approved and provided by Bioventus.
- Ensure that promotional materials are accurate and consistent with relevant product labels.
- Regularly review promotional literature to ensure it remains consistent with Bioventus approved product claims.
- Only use materials that comply with national and any relevant international legal requirements.

## **FAIR COMPETITION**

You must respect and follow both the letter and the spirit of anti-trust and competition laws. These laws regulate, among other things, relations between competitors; distribution agreements; patent, copyright and trademark licenses; territorial restrictions of third parties; rebates and discounts to customer; and pricing policies. You must never:

- Conduct your operations outside of the principles of fair competition and out of conformance with all applicable laws and industry codes.

- Use any unfair advantage over a competitor through manipulation, concealment, abuse of privileged information, misrepresentation of material facts, or any other unfair dealing.

#### **CONFIDENTIALITY**

You must respect Bioventus' intellectual property, trade secrets, and other confidential, proprietary, or sensitive information and may not use or disclose any such information except in accordance with your contract with Bioventus. Any information or data regarding Bioventus must be treated as confidential at all times unless that information becomes publicly available. You may not disclose Bioventus' confidentiality or proprietary information to persons outside of your organization, nor may you disclose such information within your own organizations except on a strict "need to know" or "need to use" basis for the purpose intended by Bioventus. You are also prohibited from using this information for your own benefit or the benefit of any other person or entity besides Bioventus.

#### **FINANCIAL TRANSPARENCY**

You must operate under specific accounting and reporting standards and must maintain accurate accounting records, consistent financial reports and effective internal financial controls. Ensure accounting records and supporting documents accurately describe and reflect the true nature of the underlying transactions and conform to applicable accounting standards.

#### **DOCUMENT STORAGE**

You must store inactive or historical documents in a reasonable manner intended to protect such documents from damage. Do not destroy documents required to be kept for periods specified by law within that period, and immediately stop regular document destruction if you become aware of a legal request for such documents or you have been asked to preserve such documents by a competent authority.

#### **TRADE CONTROL**

You must follow international trade control laws. The laws are aimed at ensuring that certain countries, entities or person, in particular those associated with terrorist activities, do not receive specific goods, services or any financial contributions. You must screen all transactions for compliance with all applicable rules for trade with sanctioned countries and persons and prohibited end-uses.

#### **HUMAN RIGHTS**

You may not use any form of forced, bonded, compulsory, or child labor and must maintain a work environment in which all feel welcome and free of harassment, discrimination, or other improper conduct. You must respect the human rights, dignity, and privacy of any individual and the right of employees to freedom of association, freedom of expression, and the right to be heard. You must always:

- Respect the human rights, dignity, and privacy of the individual.
- Provide a workplace free of harassment and discrimination.
- Observe applicable laws and regulations governing wages and work hours.

#### **HEALTH AND SAFETY**

You must provide and maintain a healthy and safe work environment and develop a proactive, cooperative attitude toward employee health and safety. You must maintain a focus on health and safety and take necessary precautions to prevent accidents and injury.

**OUR ENVIRONMENT**

You must comply with the letter and spirit of applicable national and local environmental laws and regulations, and conduct business operations in such a way as to avoid or minimize any possibly adverse impact on the environment.

**REPORT A CONCERN**

You must report any breach of our Code, applicable laws and industry codes that you discover, even if you are not directly involved. You should also protect whistleblowers' confidentiality and prohibit retaliation against anyone who makes a report in good faith.

Report any actual or suspected misconduct to your Bioventus contact, our Compliance Officer or our Ethics and Advice Line: <https://secure.ethicspoint.com/domain/media/en/gui/48429/index.html>

**RESOURCES**

If you have questions about the Bioventus Compliance Program or would like to review our Code of Conduct, please visit our website at: <https://www.bioventusglobal.com/our-company/compliance/>.

I acknowledge that I have read, understand, and agree to follow Bioventus' Expectations of Third Parties.

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Print Name

\_\_\_\_\_

Signature

\_\_\_\_\_

Date