

# Bioventus Aspired Culture in Our Own Words

## A focus on the top three; Results Caring and Learning

Cultural Norm	Results	Caring	Learning
Headline	Make an Impact	Every Interaction Counts	Learn through challenges and change
Definition	Set high goals, drive for results	Mutual trust and care about patients, customers, colleagues and respect differences	Continue to learn grow and make a difference every day
Why It's Important	Create value, drive growth, create opportunities	Diversity of thinking enriches decision making and inclusion	A growth mindset, evolve and improve the org and ourselves
Positive Behaviors	Enjoy the wins, can do mindset, accountability, agility, integrity	Respect differences, seek out different perspectives, be mindful of our actions and bias	Willingness to learn new behaviors/skills, embrace change and drive change
Negative Behaviors	Fear of risk/failure, paralysis, needing every answer	Knowing all of the answers, lack of self awareness	Fixed mindset, not invented here syndrome