

Vision for Valencia and Personnel

- What is the 12, 24, 36 month and beyond plan for our physical presence in Valencia?

Answer: As announced at the start of the acquisition, we plan to have a long term physical presence in Valencia. The current facility has multiple years on the lease. As with any of our facilities we will continue to evaluate optimal use of space and ensuring this is optimized for headcount and ongoing activities. It is also important to note that Memphis will be considered our Operations headquarters for Bioventus

- What functional groups (e.g., R&D) are being retained long term?

Answer: R&D, Commercial, Marketing, IT, Regulatory, some Finance, Quality, Ops roles are being retained long term. HR will have a full time presence onsite until mid-January 2022 and all payroll and benefits activities are centralized. After this time, Jane Hern will travel to California on a regular basis and will be available to all leaders and employees. Quality and Operations personnel will have presence until at least June 30th, 2022.

- The term dates are shifting in manufacturing and client relations- when will people know for sure?

Answer: In the case of any employee exiting the company – they have been informed of their planned last day. As any of these timelines extend we plan to be in constant communication of such changes and where appropriate work with each employee with the hope they choose to stay on longer.

- Some folks do not have an end date and if there was no change to their pay so they did not get a letter with their future status, but they are concerned because they see the site keep shrinking.

Answer: We are unaware of any employee(s) in this situation – we highly encourage them to reach out to Jane Hern in HR or Sarah Caley Integration lead. If any employee has a question that has not been answered please contact Leigh Ann directly via email or by phone at 901-359-2980

- When will our facility get some much-needed attention?

- A manager to handle facilities requests, warehouse organization, signage, RMA area backing up, coordinating with property management?

Answer: Signage update is in process. We are also reviewing facility needs and organization. Ongoing facility needs are handled by Tim Martin and Terri Messina onsite, larger items are escalated to Michael Kiser and Kevin Griffin in our operations division who are also responsible for property management. We are not currently aware of any facility needs being escalated. Warehouse Operations are fully-staffed to historical levels and are following legacy processes – these can be evaluated if they need attention. I encourage each of you to bring any building issues to the attention of these individuals and we will work with them to ensure the building is maintained as well as rebranded as we move forward. Obviously our priority has been people and business first.

Vision for Rehab

- What is the long-term vision for the Rehab business as many people think (through the rumor mill) that Bioventus will sell rehab, as it doesn't fit into the portfolio or call point?

Answer: As we showed in Today's Town Hall, and have communicated throughout the integration process, the rehab business remains integral to our business strategy. It sits in our Restorative Therapies business and we expect to continue to support and grow it. We are very proud of the Advanced Rehab business and how it fulfills the mission of the company in restoring people to Active

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Lives. At the same time we also have overlap between the Rehab business model and Exogen and the ability to market the L300 Go gait restoration device in orthopedics. So we have every intention of keeping the Rehab business and are very proud of the business performance as well as it is driving accretive growth to our business.

- Does leadership understand that the same team that develops implantables also is responsible for rehab? How can both businesses get the attention and focus it deserves?

Answer: If you mean the R&D team that supports Implantables and Rehab, yes we understand that and both Larry Boyd and Alessandra Pavesio are interacting with the R&D team supporting both businesses to strike the right balance on priorities and projects. If there are concerns or suggestions, Larry and Alessandra welcome them. *(Note for Ken – we have an action to review and communicate Rehab portfolio strategy soon – this is an area that did get parked with the focus on TalisMann and Trial Lead).*

It is important to note that in the context of integration as well as business needs priorities change and have to be reexamined based on ultimate return on investment to the business. Culturally, I know this is a different model in some ways to what old Bioness was used to, but for Bioventus it is essential to our success as a business.

Human Resources

- Bioness HR is out of the loop for employee exits and temp new hires; there is no HR support on site

Answer: Jane Hern is the HR person supporting the legacy Bioness teams and is available whether she is working from the Valencia or Memphis office. Sarah Caley is based in the Valencia office. While Sarah is not a member of the HR team, she is a great resource available to our managers and employees as an extension of our HR team in her role leading the integration. The entire team knows the transition dates for all employees leaving the organization. If there is any confusion, please contact Jane Hern. Jane will coordinate with our Talent Acquisition Team as needed.

- What happened to a revolving schedule of HR support in Valencia weekly?

Answer: Our initial plans were to have an additional member of our HR team on site each week in our Valencia office. However with our efforts to be good financial stewards of our budgets, we have elected to reduce our travel spend for the remainder of this year. As for support, Shari Durgin is on site will continue to be there until mid-January. Jane Hern travels to Valencia as needed. Sarah Caley is also a resource for you. If there is a specific need that is not being met, please let Leigh Ann know.

- Why did the stock option e-mail come to legacy Bioness on 9/23 when the open enrollment started on 9/21?

Answer: The email regarding the Oct 1 – Dec 31 ESPP offering period was distributed to all employees on September 23 after we received confirmation from E-TRADE that the enrollment emails had been sent out. Our process for sending the communication is to make sure it comes out after the E-TRADE email to ensure everything is ready for employees to enroll in the program. This was handled consistently the same way with legacy Bioness employees and all other Bioventus employees

- What is being done to retain key employees until separation?

Answer: Incentive packages were developed for these employees and this information has been communicated to any employees scheduled to leave Bioventus as part of the integration process still

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ongoing. Sometimes though it is hard to retain employees that understand that their position is ending. We completely understand this and will continue to be responsive when this happens. In the medium term, by the first quarter of '22, the Valencia location should reach a steady state and this period of transition will be over.

- What will be done if key employees leave before we are ready?

Answer: We will manage that on a case-by-case basis. Rest assured we will do our best to mitigate any early departure.

- Are eligible employees aware they can move to Memphis?

Answer: Yes. That was communicated to them at the outset of the integration and some are entertaining the idea of relocating to Memphis. A number of individuals have toured and visited Memphis in recent weeks and we have had a number of employees chose to move to Memphis as you may know.

- What will be the PTO policy for Legacy Bioness employees

Below highlights how we will manage any current accrued and used PTO through the end of 2021 and only applies to Legacy Bioness employees.

Employees residing in California, Colorado, Montana and Nebraska:

- Nothing is changing regarding your ability to carryover PTO.
- Accrual rules remain the same. Once an employee accrues PTO equal to 150% of their annual accrual amount, the employee will cease accruing any further PTO until it is used.
- Payment in lieu of PTO carryover is not an option.
- Employees that leave the company will receive payment for accrued but unused PTO.

Employees residing in all other states can choose between one of the two options below regarding their accrued but unused PTO for 2021:

1. Receive Payout in January 2022 of accrued but unused PTO balance as of Dec 31, 2021

OR

2. Carryover accrued but unused PTO.

If choosing this option, employees must use all accrued PTO in 2022. PTO will not carryover from 2022 into 2023 (in alignment with current Bioventus policy in these states).

(To help illustrate the accrual language taken from the Bioness Employee Handbook, here is an example of "PTO equal to 150% of their annual accrual amount":

Alex, a Valencia employee, was receiving 20 days of PTO per year. With the current accrual cap, Alex would be able to carry over a maximum amount of 30 days per year (150% x 20).

This wouldn't be possible in Alex's first year of employment, but this cap would apply in subsequent years. The cap is in place to encourage you to use your PTO as a means of establishing and maintaining a healthy work-life balance).

All Employees must communicate their decision on which option they wish to elect to HR by December 15, 2021.

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Beginning 2022, all Legacy Bioness employees will participate in the Bioventus Paid Time Off Policy. This policy will be communicated to all Bioventus employees before the end of 2021.

If you have any questions please contact me or Jane Hern directly.

Integration

- When will the integration be complete?

Answer: Based on current project status we believe it will be mostly complete by August 2022 but it is important to note that all of the integration steps impacting people have been announced

- What can we do to improve communication on timelines and what the objectives are when folks from Memphis and Durham visit?

Answer: Reach out to the people you are working with directly to understand any objectives for visitors. If that does not get a clear answer, ask for help from Sarah Caley or the ELT member that oversees your function. If someone wants time with you or your team, an agenda and objectives is a fair meeting requirement. If you as the leader cannot be there because of another commitment or PTO, etc. communicate that as well and work to find an alternative.

IT

- Five9 internet phone roll out – why roll that out 2 months before end dates of employees?

Answer: Our goal in the integration process is to standardize how we work across Bioventus and transitioning to the Five9 platform is part of the integration plan and how we will work going forward.

- Why do we have to learn something new, why are we being tracked?

Answer: Assuming this is also related to the Five9 rollout - this is not to track you, it is to obtain examples of good customer call processes and techniques so Bioventus can continue to learn from the high quality of service legacy Bioness client services team members provided to patients. We want to be able to continue this quality care.

COVID Vaccination

- Why get a vaccine when I always work remotely?

Answer: The Executive Leadership Team carefully considered the options when deciding to require all US employees to be fully vaccinated. We believe it best for our employees, patients, and communities and it supports the executive order regarding government contractors and we will adhere to the executive order. The location and exit date is not factor in this decision due to our federal contractor status.

- Why get a vaccine when I have my end date?

Answer: The Executive Leadership Team carefully considered the options when deciding to require all US employees to be fully vaccinated. They believe it best for our employees, patients, and communities and it supports the executive order regarding government contractors and we will adhere to the executive order. The location and exit date is not factor in this decision due to our federal contractor status.