

Employment and Immigration Policy

Purpose

This policy applies to foreign nationals subject to U.S. employment immigration laws who will be working with Bioventus or who are already working with Bioventus. Bioventus complies with all employment immigration laws. This policy aims to provide guidance on how Bioventus will handle certain specific scenarios, however, it is not intended to cover all situations. Bioventus reserves the right to make exceptions and to alter this policy as needed.

Scope

This policy will be used when evaluating or processing employment of foreign nationals. It is applicable for applicants, candidates, and foreign nationals who are seeking employment or are currently employed at Bioventus.

Employment Requirements (I9)

All offers of employment are contingent upon an individual's ability to verify that they have the legal right to work in the United States and with Bioventus at the time of hiring. Bioventus may sponsor foreign workers to obtain legal work authorization. All employees are required to complete and satisfy all I-9 requirements within three (3) days of beginning work for Bioventus in the U.S. Bioventus is enrolled in E-Verify and will comply with all E-Verify mandates as well.

Bioventus will not discriminate against any individual in the verification process for identity and employment authorization for the Form I-9 and E-Verify. If Bioventus is unable to validate work authorization or complete I-9 requirements, the offer of employment will be withdrawn with no liability to Bioventus for any expenses incurred, time spent, or other inconvenience to the job applicant. An employee working on a work visa is required to maintain their work authorization during their tenure with Bioventus and to inform HR within 3 days of receipt of a timely visa renewal, so the Form I-9 can be updated timely.

If a foreign national employee's work visa status expires, and the employee cannot legally work for Bioventus, the employee will be terminated from employment. The employee will not be rehired until the employee has proof of legal work authorization. During the time the employee is terminated, the employee will not be paid or have contact with Bioventus about work-related issues.

Bioventus Stance: It is Bioventus's general practice to consider immigration sponsorship needs (e.g., green card), as the business requires and only in certain departments and specific roles and these will be evaluated solely on a case-by-case basis, requiring ELT approval. This policy does not alter the nature of at-will employment.

TYPES OF SPONSORSHIP AND REQUIREMENTS

Non-Immigrant Sponsorship

1. **Assessment of Visa Options** Bioventus will conduct a visa assessment to determine a foreign national candidate's immigration options to secure employment authorization where needed. Bioventus will require candidates to enter into a conditional acceptance of employment contingent on securing the immigration status which Bioventus determines is preferred under Bioventus sponsorship.
2. **Employment Commencement** Bioventus will begin employment of a foreign national only if the individual has an established work authorization such as an unexpired Employment Authorization Document or a USCIS approval notice authorizing the individual to be legally

employed by Bioventus. Without an authorized work status document, Bioventus will not hire foreign nationals until they have the required sponsorship documentation to legally work in the US and with Bioventus.

3. **Payment/Fees** Bioventus may cover most immigration sponsorship costs for required applications allowing foreign national employees to obtain valid work authorization to begin employment. No fees are covered for dependent family members (spouses and children under the age of 21).
4. **Premium Processing** (expedited) filings may be reviewed on a case-by-case basis. If a business need exists Bioventus will cover Premium Processing fees. A summary of immigration service fees covered by Bioventus is listed below. Note that this list is not meant to be exhaustive, and may be modified by Bioventus at any time without notice:
 - Initial Non-immigrant work authorization (ex. H-1B, H-1B1, E-3, L-1A or L-1B, TN, J-1, O-1).
 - Non-immigrant work authorization extensions (ex. H-1B, H-1B1, E-3, L-1A or L-1B, TN, J-1, O- 1).
 - Non-immigrant status amendments due to material changes in employment such as job title, duties, and/or location.

Immigrant Sponsorship (Green Card)

1. **Eligibility Requirements/Timelines** Foreign nationals must have at least one year of employment with Bioventus on a visa and must be in good standing to be considered for a Green Card. Green Card sponsorship requires good faith showing the government that an employee is needed and will be employed in a specific position in the future. **Green Card sponsorship is a major commitment. Bioventus makes no promises or guarantees.** For any consideration, Bioventus requires that employment must be on dual intent immigration status (for example an H-1B or L-1 visa) before commencing the Green Card process.
2. **Approvals & Authorization** Sponsorship requires comprehensive review and approval from all layers: **REQUIRED: employee's manager, next level/VP, Dept ELT, and CHRO.**

Important Criteria (as applicable):

- Future skills needed for the function.
 - Employee's performance against objectives.
 - Tenure, service, duration of employment.
 - Employee's current non-immigrant status.
 - Current and expected labor market conditions.
 - Employee's current knowledge, skills, and abilities.
 - Type of role/leadership/designation/function.
3. **Process Changes:** The Green Card process may be stopped or delayed after initiation due to business needs, employee performance, or other criteria as determined by Bioventus.
 4. **Fees** Bioventus may cover required Green Card sponsorship costs. Generally, no fees are covered for dependent family members (spouse and children under the age of 21). As required by US Department of Labor regulations, Bioventus will pay all legal fees and other costs relating to the preparation and filing of any PERM Labor Certification application required for an employee's Green Card petition. In addition, Bioventus may pay for all legal costs for the I-140 Petition for Alien Worker as well as the I-485 process if the employee signs an Employment Retention Agreement. However, the employee will be responsible for paying any costs related to the medical examination conducted by a USCIS-approved civil surgeon and the Biometrics process.

Other Considerations

Foreign National Student Employees

Student Visas: Since foreign national student visas are single intent visas, students are not eligible for Green Card sponsorship unless they change their status to a dual intent visa such as an H-1B. Individuals who change their visa status from a student visa to a dual intent visa, have at least one year of employment with Bioventus on a student visa, and are in good standing, may be considered for a Green Card sponsorship 6 months from the date they changed their status to a dual intent visa. Bioventus may hire foreign national students such as F-1 visa holders on Optional Practical Training (OPT) and Curricular Practical Training (CPT) for certain positions. Students are to work with their Designated School Official (DSO) who will secure and maintain the proper work authorization. Bioventus will only employ foreign national students between the dates they are authorized to legally work. It is the student's responsibility to ensure the taxation is properly handled for their individual situation. In the event the individual believes the taxation is incorrect, they should notify Payroll immediately.

Change in Work and Home Locations

It is important that individuals on Specialty Occupations visas, H-1B, H-1B1, and E-3, inform HR at least one month before changing work locations to ensure that Bioventus is compliant with the conditions outlined in the visa application. If a Specialty Occupations visa holder changes work locations to a different Metropolitan Statistical Area (MSA) such as from Raleigh, NC to New York City, Bioventus will be required to file an amendment to the original application before the move. In addition, an amendment to the original application will most likely be required before the location change if a Specialty Occupation visa holder changes work locations to become a remote worker. Changes in work locations may impact the employee's base salary. A Change in Address form (Form AR-11) should be made with the USCIS by the foreign national employee any time they change home addresses.

Termination of Foreign National Employees

In any non-voluntary dismissal situation, Bioventus will NOT consider citizenship or immigration status.

In the event of a non-voluntary dismissal of an employee on an H-1B or H-1B1, Bioventus will follow all the USCIS employer's obligations at the time of termination. It will abide by the conditions outlined in the Labor Condition Application (LCA). Bioventus retains the right to update/change where necessary.

Maintaining Documentation and Status

Bioventus will maintain records; it is the foreign national employee's responsibility to ensure government documentation, including electronic I-94 entry documentation, is accurate and complete. Bioventus will track dates, but it is the employee's responsibility to ensure the possibility of continued employment. Bioventus will establish and maintain Public Assess Files for all foreign national employees and ex-employees which is required per USCIS regulations such as H-1B and E-3 visas.

Immigration Legal Representation

Bioventus will select, contract with, and utilize an employment immigration law firm of its choice to represent Bioventus on immigration-related needs.

Required Acknowledgements of Responsibilities and Terms and Conditions

Bioventus will require acknowledgement, responsibility, and understanding of all terms and conditions with a perspective sponsored employee and they will be required to sign and take ownership.