



Global Town Hall

January 2025



Agenda

- Surgical Value Proposition – Patient Impact Story
- Engagement Survey Early Insights
- Who Should I Talk To?
- 2025 Scorecard
- Q&A



Surgical Value Proposition

Patient Impact Story

Bringing Value to Life





Engagement Survey Early Insights

Overall Engagement

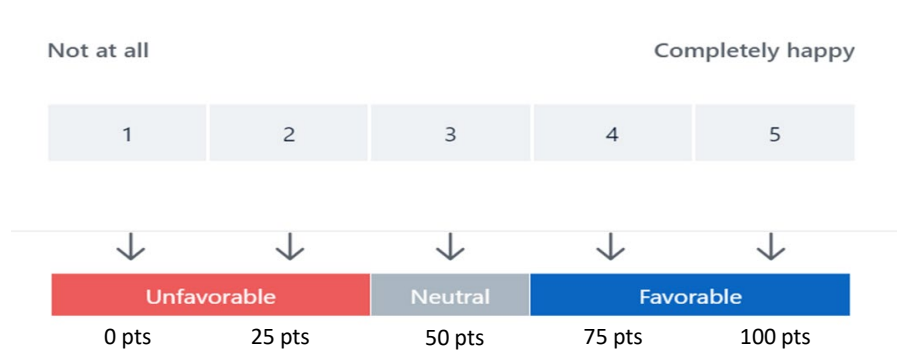


How happy are you working at Bioventus: ↑ 4 points

I would recommend Bioventus as a great place to work: ↑ 7 points

Understanding the Score

How does the scoring work?



Percentage Favorability

Engagement Favorability 72%



What does world class look like?

World Class Organizations

80+

Score

World Class Organizations

85%+

Favorability

Next Steps

- Jan 6 – Manager Access to Results
- Jan 6 through Jan 17 – Manager Training on Glint Tool
- Jan 22 – ELT Deep Dive of Results
- Jan 30 – GLT Engagement Survey Workshop
- January & February – Manager meetings with teams to review results, align on focus areas, develop and implement action plans



Who Should I Talk To?

Our Goals and Your Resources

Our goals:

- We create a workplace where everyone feels respected, heard and safe.
- We operate the business with the highest level of integrity with respect to our patients, our customers, our colleagues and our governing laws.


However, potential issues and questions do come up from time to time and we want you to understand our process on how your concerns are triaged.

Depending on the issue, some pathways are more effective or more efficient in addressing your concerns.






Your resources include:

- Your manager
- Your manager's manager
- Your HR Business Partner (HRBP)
- The Head of HR
- The Legal team or The General Counsel
- The Compliance team
- The Company Hotline






General Guidance on Where to Start

 Guidance related to management issues	 Handling difficult feedback
 HR-related policy violations	 Bullying
 Challenges with colleagues	 Favoritism

Consult Your HR Business Partner (HRBP)

 Discrimination	 Health and safety issues
 Harassment	 Any HR-related allegation involving a company director or officer
 Retaliation	

Consult Your HRBP, HR will involve Compliance and/or Legal as appropriate

 Conflicts of Interest	 Financial or auditing issues
 Bribes or kickbacks	 Misuse of assets or information
 Involves outside party (vendor/customer)	 Other ongoing or unresolved issues

Pass to Compliance



2025 Scorecard

What is a Scorecard?



Execution tool - NOT
a reporting tool



Aligning priorities
on all levels



Improve **decision**
making &
communication



Balance short term
and long-term
ambitions

Next Steps

Help Patients Recover and Live Life to the Fullest

Strategic Pillars

Expand
Portfolio



Scale
Operations



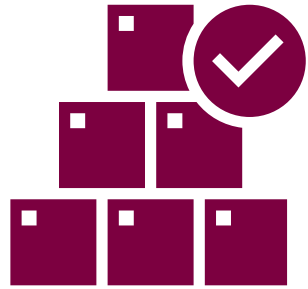
Optimize
Commercial
Execution



World-Class
Organization



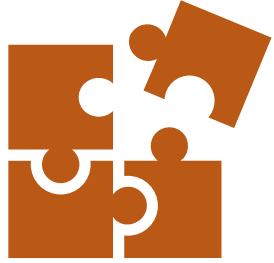
Financial Ambition



Expand Portfolio

Throughout the remainder of 2025 we will:

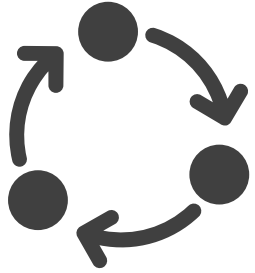
- Build strategy and evaluate BD opportunities for Knee OA portfolio
- Get TalisMann and StimTrial to market and launch it successfully
- Develop surgical multi-generational product portfolio plan



Scale Operations

Throughout the remainder of 2025 we will:

- Scale Operations processes and systems to support growth
- Effectively manage inventory and ensure the right amount of product in right place at the right time
- Improve operational cost structure to meet AOP objectives
- Resolve day-to-day issues swiftly and easily for customers while also improving service and repair
- Proactively address and prevent any Quality issues across all businesses



Optimize Commercial Execution

Throughout the remainder of 2025 we will:

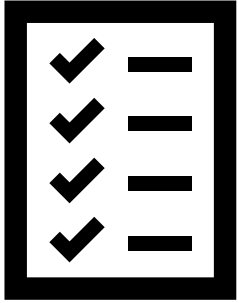
- Refresh value proposition across strategic products
- Optimize sales execution model(s)
- Build in-depth strategic relationships with targeted GPOs, IDNs, payers and distributors
- Enhance MedEd content, delivery and follow up



World-Class Organization

Throughout the remainder of 2025 we will:

- Strengthen organizational capabilities to execute on strategic priorities and enable scalability year over year
- Provide leadership development opportunities at all levels of the organization so that managers can lead effectively, and employees can grow
- Continue to improve BVS culture, communication and engagement



Financial Ambition

Throughout the remainder of 2025 we will:

- Execute year 1 of strategic 5-year financial ambition
- Broaden our IR outreach and strategically align communications to enhance investor understanding of our value proposition

Next Steps

Help Patients Recover and Live Life to the Fullest

Strategic Pillars

Expand
Portfolio



Scale
Operations



Optimize
Commercial
Execution



World-Class
Organization



Financial Ambition

Next Steps

ELT Cascade (between now and end of January)
Objective – Review Pillars, Priorities and Activities



Q&A
