



Bioventus Employee Handbook The Netherlands

Table of Contents

- 1 INTRODUCTION 5**
- 2 WORKING HOURS, PERFORMANCE AND COMPENSATION 1**
 - 2.1 WORKING HOURS AND OVERTIME..... 1
 - 2.2 PERFORMANCE REVIEW..... 1
 - 2.3 SALARY REVIEW 1
 - 2.4 COMPANY BENEFITS 1
 - 2.5 HEALTH INSURANCE..... 2
- 3 COMMUTING REIMBURSEMENTS..... 3**
 - 3.1 PUBLIC TRANSPORTATION 3
 - 3.2 OWN TRANSPORTATION 3
 - 3.3 CHANGING YOUR WAYS OF COMMUTING..... 3
 - 3.4 OFFICE PARKING SPOTS..... 3
 - 3.5 SICKNESS 3
- 4 HEALTH, SAFETY AND WORKING ENVIRONMENT 4**
 - 4.1 FIRE PROCEDURES 4
 - 4.2 FIRST AID 4
 - 4.3 HAZARD AND SAFETY RISKS 4
 - 4.4 LUNCH/BREAK FACILITIES 5
 - 4.5 NO SMOKING POLICY..... 5
 - 4.6 DRUG FREE POLICY..... 5
 - 4.7 DRESS CODE 5
 - 4.8 OFFICE ARBO POLICY 5
- 5 EMPLOYEE RELATIONS AND STANDARDS OF CONDUCT 6**
 - 5.1 EQUAL OPPORTUNITIES POLICY 6
 - 5.2 SCOPE AND PURPOSE OF THE EQUAL OPPORTUNITIES POLICY 6
 - 5.3 FORMS OF DISCRIMINATION 6
 - 5.4 BREACHES OF THE EQUAL OPPORTUNITIES POLICY 7
- 6 ANTI-HARASSMENT AND BULLYING POLICY 8**
 - 6.1 WHAT IS HARASSMENT? 8
 - 6.2 WHAT IS BULLYING? 9
 - 6.3 INFORMAL STEPS..... 9
 - 6.4 RAISING A FORMAL COMPLAINT..... 9
 - 6.5 FORMAL INVESTIGATIONS 10
 - 6.6 ACTION FOLLOWING THE INVESTIGATION 10
 - 6.7 APPEALS..... 11
 - 6.8 PROTECTION AND SUPPORT FOR THOSE INVOLVED 11
- 7 CAPABILITY POLICY AND PROCEDURE..... 12**
 - 7.1 AIMS 12
 - 7.1.1 Stage One- Investigation and Counselling..... 13
 - 7.1.2 Stage Two - Formal Performance Management Procedure..... 13
 - 7.2 FORMAL WARNINGS..... 14
 - 7.2.1 Verbal Warning 14
 - 7.2.2 Written Warning 14
 - 7.2.3 Final Written Warning..... 14
 - 7.3 DISMISSAL 14
 - 7.4 GENERAL 15
 - 7.5 DURATION OF WARNINGS..... 15
 - 7.6 ATTENDANCE AT HEARINGS..... 15
 - 7.7 REPRESENTATION 15
 - 7.8 APPEALS..... 15
 - 7.9 RESPONSIBILITIES OF THE EMPLOYEE 16
 - 7.10 RECORDS..... 16

7.11	CONFIDENTIALITY	16
7.12	SICKNESS DURING CAPABILITY PROCEDURE.....	16
7.13	EMPLOYEES WITH DISABILITIES.....	16
8	NON-DISCLOSURE.....	18
8.1	CONFIDENTIALITY	18
9	ILLNESS.....	19
9.1	PROCEDURE	19
9.2	ACCRUED HOLIDAY DURING ILLNESS	20
10	HOLIDAY AND LEAVE	21
10.1	HOLIDAYS.....	21
10.2	HOLIDAY DURATION	21
10.3	ILLNESS DURING HOLIDAY	22
10.4	SPECIAL LEAVE.....	22
10.5	COMPASSIONATE LEAVE	22
10.6	URGENT LEAVE AND CARE LEAVE	22
10.7	URGENT LEAVE.....	22
10.8	SHORT CARE LEAVE	23
10.9	LONG CARE LEAVE.....	23
10.10	UNPAID LEAVE.....	23
11	MATERNITY, ADOPTION AND PARENTAL LEAVE	24
11.1	MATERNITY LEAVE AND MATERNITY PAY	24
11.2	MATERNITY LEAVE AND HOLIDAYS.....	24
11.3	STARTING MATERNITY LEAVE	24
11.4	NOTIFICATION REQUIREMENTS	24
11.5	RETURNING FROM MATERNITY LEAVE	25
11.6	POSTPONEMENT OF RETURN TO WORK.....	25
11.7	BENEFITS AND EMPLOYMENT AGREEMENT.....	25
11.8	REDUCTION OF WORKING HOURS	25
11.9	PATERNITY LEAVE	25
11.10	ADOPTION LEAVE	25
11.11	NOTIFICATION REQUIREMENTS	26
11.12	ADOPTION PAY.....	26
11.13	BENEFITS AND EMPLOYMENT AGREEMENT OF EMPLOYMENT.....	26
11.14	PARENTAL LEAVE	26
12	LEAVING BIOVENTUS.....	28
12.1	VOLUNTARY TERMINATION	28
12.2	NOTICE PERIOD	28
12.3	INVOLUNTARY TERMINATION - DISMISSAL.....	28
12.4	INVOLUNTARY TERMINATION - REDUNDANCY	28
13	DATA.....	29
13.1	PROCESSING DATA	29
13.2	COLLECTION OF DATA	30
13.3	TRANSFERRING DATA.....	30
13.4	RETAINING DATA	30
13.5	PERSONAL DATA CHANGES	30
13.6	ACCESS TO PERSONAL DATA.....	30
13.7	REQUESTS TO VERIFY EMPLOYMENT INFORMATION	30
13.8	ELECTRONIC RECORD RETENTION	30
14	DISCIPLINARY POLICY	31
15	APPLICATION OF THE PROCEDURE	32
15.1	SUSPENSION DURING PROCEDURE	32
15.2	INFORMAL DISCUSSIONS.....	32
15.3	INVESTIGATORY PROCESS.....	32
15.4	PROCEDURE FOR HEARING	32
15.5	APPEAL	33
15.6	CONDUCT OF MEETINGS.....	33

15.7	DISCIPLINARY ACTION	34
15.8	GROSS MISCONDUCT	34
15.9	RIGHT TO BE ACCOMPANIED.....	34
16	GRIEVANCE POLICY	36
16.1	THE GRIEVANCE PROCEDURE - INFORMAL STAGE	36
16.2	THE GRIEVANCE PROCEDURE - FORMAL STAGE	36
17	SOCIAL MEDIA	38
17.1	SOCIAL MEDIA.....	38
17.2	MEDIA RELATIONS	38
18	WHISTLEBLOWING	39
19	MISCELLANEOUS	41
19.1	E-MAIL AND INTERNET	41
19.2	USE OF EMAIL	41
19.3	USE OF INTERNET	41
19.4	EMPLOYEES WORKING FROM HOME.....	42
19.5	ALTERATIONS	42
	ATTACHMENT I SICK LEAVE POLICY	44

1 Introduction

Dear Bioventus Colleagues,

The vision of Bioventus is to be a global leader in Orthobiologics and a key component of achieving this success is having and developing talented employees. To support our vision and your success, we are continuing to invest in developing tools and processes to facilitate your growth and development as well as the success of Bioventus.

The purpose of the Employee Handbook is to provide a useful source of information, providing guidelines about the rules, regulations and conditions of employment with Bioventus. It is not exhaustive and does not cover every aspect of working life within Bioventus.

While this Employee Handbook will apply to your employment with Bioventus, your actual terms and conditions of employment are as outlined in your Employment Agreement and may differ from those outlined in this Employee Handbook. Where there is an inconsistency between your Employment Agreement and this Employee Handbook, your Employment Agreement will apply.

The Employee Handbook includes those rules and regulations, which are necessary to ensure the efficient conduct of the Bioventus business and help you be more successful.

Vision and Mission

Our vision is to be the global leader in Orthobiologics.

Our mission is to partner with the health care community to help people resume and enjoy active lives.

Culture Principles – We operated with Integrity in all that we do as we:

Impact Patients:

Patient needs are the priority in the choices we make and actions we take.

Develop Ourselves:

Promote continuous learning and development of ourselves to be our best versions. Focus on two tenets to drive success: **Professional** and **Personal** development to maximize our impact on our company and society.

Achieve Goals:

Communicate and collaborate across functions to understand, align, and own our actions towards achieving business goals.

Value Others:

Building success by appreciating differences in thought, opinion, background, skill, and perspective. Acting with integrity in all interactions with peers, leaders, and customers. Bioventus will continue Valuing Others and build on that foundation by increasing visibility and incorporating feedback

Definitions

Bioventus means Bioventus Coöperatief U.A.;

DCC means Dutch Civil Code (Burgelijk Wetboek);

Employee means an employee of Bioventus working in the Netherlands;

Employee Handbook means this Employee Handbook;

Employer means Bioventus Coöperatief U.A.;

Employment Agreement employee's employment contract with employer stating terms and conditions of employment;

Personal Data means data relating to a living individual who can be identified either from that data alone, or from that data and other information, which is held or likely to come into possession of the data controller;

Bionet is the Bioventus intranet to be accessed via the www.bioventusglobal.com/bionet with the same log on details as for the company computer.

Homeworking means employees home as the main place of work.

2 Working Hours, Performance and Compensation

2.1 Working Hours and Overtime

In order to offer excellent service and in view of the international nature of the Company, optimal availability is very important. This means that a flexible attitude is required from all employees in the organisation with regard to start/end times, working additional hours and the timing of lunch breaks.

The standard working hours for a full time position amounts to 40 hours per week exclusive of a 30-minute lunch break. Overtime will not be paid in addition to base salary as payment for additional hours is taken into account when determining your annual salary. The normal office opening hours are from 08:00 until 18:00, Monday to Friday. Actual start/finish times will be agreed with your line manager.

2.2 Performance Review

Performance standards provide the basis for achieving quality results. Employees and their line managers share responsibility for establishing and agreeing objectives, and working towards them throughout the year. We measure performance against agreed personal/functional objectives ('What') as well as the way in which employees behave ('How') aligned to the principles set out in section 1.3 of this Employee Handbook. Reviews are held at mid-year and the end of each year.

2.3 Salary Review

Salaries are reviewed on an annual basis and are influenced by the performance review process, by the external market and other data. This review process does not necessarily mean an adjustment will be made. Any increase to salary is effective 1 April.

Office based Employees are eligible to participate in a discretionary bonus scheme, plan details are communicated each year through Workday. The discretionary bonus scheme may be withdrawn, with or without replacement, amended or varied at any time. Participation in any discretionary bonus scheme or receipt of a discretionary bonus payment in one year creates neither the right nor expectation of any bonus in any subsequent year.

In the event that at the scheduled date for payment of a discretionary bonus an Employee's contract has terminated (whether by reason of resignation or dismissal and whether in breach of Employment Agreement or otherwise) or the Employee is under notice of termination of employment (whether such notice is given by the individual or the Company) the Employee will have no entitlement to any bonus.

Participation in the year of the employment commencing will be pro-rata based on completed months of service

2.4 Company Benefits

The Employment Agreement provides details of the following:

- Bonus
- Retirement Plan
- Spouse and Dependant Benefits (Death in Service)
- Short Term Disability
- Income Protection
- Accidental Death and Disability Insurance
- Employee Stock Purchase Plan, ask your HR Representative for details of the plan.

The Company reserves the right in its absolute discretion to withdraw with or without replacement, amend or vary these benefits (except where legally required) at any time.

2.5 Health Insurance

In accordance with the Dutch Health Care Insurance Act (*Zorgverzekeringswet*), on behalf of employees, Bioventus will pay the Dutch Tax Authorities the mandatory income-related contribution for health insurance as determined by the government each year. Bioventus does not operate a company health insurance scheme for employees and therefore employees are required to arrange their own private insurance.

3 Commuting reimbursements

Employees who are not entitled to a company car but do incur costs for bridging the distance between home and work are entitled to a reimbursement of their commuting expenses based on either commuting by public transport or by own transportation.

3.1 Public transportation

Bioventus encourages her employees to commute with public transport due to a limited availability of parking spots and good accessibility of the office by public transport. Therefor employees commuting with public transport can get their public transports expenses reimbursed based on travelling second class.

The claimed expenses will be paid out with one-month delay and can be claimed via the Bioventus expense form that needs to be approved by their line manager. Original receipts need to be added to the form due to tax regulations. Bioventus expect her employees to arrange the most cost efficient way of travel (i.e. monthly or quarterly subscriptions).

3.2 Own transportation

As Bioventus encourages employees to commute with public transport Employees can claim their commuting expenses for own transportation only if:

- a) they will travel by car and/or bike; and
- b) they informed Human Resources that they will commute by own transportation.

Cost for commuting with own transportation will be reimbursed via a fixed amount per month.

The maximum fixed amount which can be reimbursed untaxed is € 0,19 0.21 per kilometer for 214 taxable days. The calculation for the monthly reimbursement will be as follows $KM\ single\ way * 2 * 0,19 * 214 / 12$. Bioventus uses www.routenet.nl to determine the commuting distance wherein the most efficient route will be decisive.

3.3 Changing your ways of commuting

Employees are allowed to change their way of commuting only once per calendar year. This change needs to be communicated to HR one month in advance.

3.4 Office parking spots

Limited parking is available at the Bioventus office. Only in special circumstances and with explicit management approval, employees travelling by car can be offered a parking spot at the nearest P+R.

3.5 Sickness

The calculation method used for the fixed reimbursement of commuting costs takes short-term absence into account due to short-term illness, holidays taken and cares leaves and so on. Any payments for commuting will seize when an employee has been absent for 1 month. Upon return to work the commuting payments for own transportation based on a fixed amount will be reinforced pro rata and commuting reimbursement with public transportation will again be paid based on the actual costs via the declaration process.

4 Health, Safety and Working Environment

4.1 Fire Procedures

Regular fire practices are held so that all employees are aware of what to do and where to go on hearing a fire alarm. Firefighting equipment (including electrical firefighting equipment) is located on each floor. Such equipment is clearly marked with the type of fire for which it is appropriate, although each employee's primary obligation on hearing the fire alarm is to leave the building.

Each employee should ensure that he/she is completely familiar with the evacuation procedures. In the event of a fire, details of the procedure to follow are displayed on the noticeboard in the Bioventus reception area. If you have any queries, you should consult HR or an emergency response team member.

In case of a fire or a fire practice, an employee has to follow the instructions of the company emergency response team members (*bedrijfshulpverleners (BHVer)*). Lifts should not be used during an emergency evacuation. After the evacuation, employees should report to an emergency response team member in the car park of Southpoint International Building (turn left after exiting the Zuidtoren and cross the road).

4.2 First Aid

If a need arises for immediate care in response to sudden illness or injury at work, the nearest company emergency response team member should be contacted without delay. First aid facilities are located in the Bioventus reception area. There are a number of qualified company emergency response team members in Bioventus and their names are listed on the noticeboard in the Bioventus reception area. All accidents dealt with by a company emergency response team member are recorded in the accident book which is kept in the Bioventus reception area. Even if an accident on the premises is not dealt with by a company emergency response team member, it should still be reported to the Safety Officer.

Company emergency response team members should not be consulted on non-urgent medical problems which are best dealt with by an individual's own family doctor.

4.3 Hazard and Safety Risks

You have a responsibility to report any potential health or safety hazard at work. This obligation includes reporting infectious or other diseases, accidents or injuries, which may be associated with the workplace. As necessary, preventative action can be taken as soon as possible and a report has to be made to the appropriate authority. Examples are as follows:

- a) fire risks e.g. accumulation of combustible waste, obstruction (or locking) of fire doors, corridors or escape staircases, smoking in no smoking areas;
- b) electrical problems, e.g. worn cables, loose connections, multiple connections to power sockets, faulty wiring or trailing cables;
- c) defective furniture or equipment, e.g. jagged edges, splintering or unstable/unsuitable positioning;
- d) defective flooring, e.g. worn or frayed carpets, or uneven or slippery surfaces;
- e) unsuitable loading and stacking;
- f) broken glass; and
- g) carelessness by an employee/other person on the premises e.g. trying to repair equipment without proper training.

It is also your responsibility that all accidents, no matter how minor, must be reported to HR.

4.4 Lunch/Break Facilities

A break area has been provided for the comfort of employees where refreshments and cold food can be consumed. It is strongly preferred that employees use this area, or the canteen (with hot/cold food) within the building or external facilities, rather than eat at their work stations.

4.5 No Smoking Policy

In an effort to provide a comfortable working environment for all employees and in line with anti-smoking laws, there is a no smoking policy throughout the Bioventus office and the office complex where Bioventus is located.

Employees may smoke outside the buildings in designated areas, which are determined by the managing agents of the Bioventus office.

Bioventus expects that employees should take no more than two five minute breaks per day for smoking breaks in addition to their lunch break.

4.6 Drug Free Policy

The use, possession and/or distribution of illegal drugs and controlled substances either in the workplace or whilst engaged in Bioventus Company business is strictly prohibited.

Should an employee be suspected of engaging in such activity, Bioventus reserves the right to request a search of the employee's possessions and commence the disciplinary procedure, which may lead to dismissal.

4.7 Dress Code

Employees are expected to attend work wearing 'business casual' attire. Ripped jeans, flip flops, trainers and revealing clothing are examples of inappropriate office wear. It is the responsibility of line managers and employees to insure that appropriate standards are maintained.

4.8 Office Arbo policy

For more detailed information about health, safety and working environment also see our office Arbo Policy on Bionet.

5 Employee Relations and Standards of Conduct

5.1 Equal Opportunities Policy

Bioventus is committed to promoting equality of opportunity for all Employees and job applicants. Bioventus aims to create a working environment in which all Employees are able to make best use of their skills, free from discrimination or harassment, and in which all decisions are based on merit.

Bioventus does not discriminate against Employees on the basis of age, disability, gender reassignment, marital or civil partner status, pregnancy or maternity, race, colour, nationality, ethnic or national origin, religion or belief, sex or sexual orientation (the **Protected Characteristics**).

The principles of non-discrimination and equality of opportunity also apply to the way in which Employees treat visitors, clients, customers, suppliers and former employees.

All Employees have a duty to act in accordance with the Equal Opportunities Policy and treat colleagues with dignity at all times, and not to discriminate against or harass other members of staff, regardless of their status.

5.2 Scope and Purpose of the Equal Opportunities Policy

The Equal Opportunities Policy applies to all aspects of the relationship between Bioventus and the Employees and also relations between all levels of Employees. This includes job advertisements, recruitment and selection, training and development, opportunities for promotion, conditions of service, pay and benefits, conduct at work, disciplinary and grievance procedures, and termination of employment.

5.3 Forms of Discrimination

Discrimination by or against an Employee is generally prohibited unless there is a specific legal exemption. Discrimination may be direct or indirect and it may occur intentionally or unintentionally.

Direct discrimination occurs where someone is treated less favourably because of one or more of the Protected Characteristics. For example, rejecting an applicant for a job on the grounds of their race because they would not "fit in" would be direct discrimination.

Indirect discrimination occurs where someone is disadvantaged by an unjustified provision, criterion or practice that also puts other people with the same Protected Characteristic at a particular disadvantage. For example, a requirement to work full time puts women at a particular disadvantage because they generally have greater childcare commitments than men. Such a requirement will need to be objectively justified.

In particular, Bioventus aims to ensure that no job applicant suffers discrimination because of any of the Protected Characteristics. Bioventus' recruitment procedures including but not limited to job selection criteria aim to ensure that individuals are treated on the basis of their relevant merits and abilities.

Harassment related to any of the Protected Characteristics is prohibited. Harassment is unwanted conduct that has the purpose or effect of violating someone's dignity, or creating an intimidating, hostile, degrading, humiliating or offensive environment for them. Harassment is dealt with further in the Anti-harassment and Bullying Policy (see below).

Victimisation is also prohibited. This is less favourable treatment of someone who has complained to or given information to Bioventus about discrimination or harassment, or supported someone else's complaint.

5.4 Breaches of the Equal Opportunities Policy

If an Employee believes that they may have been discriminated against, that Employee is encouraged to raise the matter through the Grievance Procedure (see below). If the Employee believes that they may have been subject to harassment, the Employee is encouraged to raise the matter through the Anti-harassment and Bullying Policy (see below).

Allegations regarding potential breaches of the Equal Opportunities Policy will be treated in confidence and investigated in accordance with the relevant procedure. Employees who make such allegations in good faith will not be victimised or treated less favourably as a result. False allegations, which are found to have been made in bad faith will, however, be dealt with under our Disciplinary Procedure (see below).

Any Employee who is found to have committed an act of discrimination or harassment will be subject to disciplinary action. Such behaviour may constitute gross misconduct and, as such, may result in summary dismissal. Bioventus will take a strict approach to serious breaches of the Equal Opportunities Policy.

6 Anti-Harassment and Bullying Policy

The purpose of the Anti-harassment and Bullying Policy is to ensure that all Employees are treated and treat others with dignity and respect, free from harassment and bullying. All Employees should take the time to ensure they understand what types of behaviour are unacceptable under this policy.

The Anti-harassment and Bullying Policy covers harassment or bullying which occurs both within and outside the scope of Employees' day to day work activities (for example, business trips, events or work-related social functions). The Anti-harassment and Bullying Policy covers bullying and harassment by Employees and also by third parties such as customers, suppliers or visitors to the Company premises.

Employees must treat colleagues and others with dignity and respect, and should always consider whether their words or conduct could be offensive. Even unintentional harassment or bullying is unacceptable.

Bioventus will take allegations of harassment or bullying seriously and address them promptly and confidentially where possible. Harassment or bullying by an Employee will be treated as misconduct under our Disciplinary Procedure (see below). In some cases, it may amount to gross misconduct leading to summary dismissal.

6.1 What is Harassment?

Harassment is any unwanted physical, verbal or non-verbal conduct which has the purpose or effect of violating a person's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for them. A single incident can amount to harassment.

It also includes treating someone less favourably because they have submitted or refused to submit to such behaviour in the past.

Unlawful harassment may involve conduct of a sexual nature (sexual harassment), or it may be related to a Protected Characteristic (as defined in the Equal Opportunities Policy, above). Harassment is unacceptable even if it does not fall within any of these categories.

Harassment may include, for example:

- a) unwanted physical conduct or "horseplay", including touching, pinching, pushing, grabbing, brushing past someone, invading their personal space, and more serious forms of physical or sexual assault;
- b) unwelcome sexual advances or suggestive behaviour (which the harasser may perceive as harmless), and suggestions that sexual favours may further a career or that a refusal may hinder it;
- c) continued suggestions for social activity after it has been made clear that such suggestions are unwelcome;
- d) sending or displaying material that is pornographic or that some people may find offensive (including e-mails, text messages, video clips and images sent by mobile phone or posted on the internet);
- e) offensive or intimidating comments or gestures, or insensitive jokes or pranks;
- f) mocking, mimicking or belittling a person's disability;
- g) racist, sexist, homophobic or ageist jokes, or derogatory or stereotypical remarks about a particular ethnic or religious group or gender;
- h) outing or threatening to out someone as gay or lesbian; or
- i) ignoring or shunning someone, for example, by deliberately excluding him or her from a conversation or a workplace social activity.

A person may be harassed even if they were not the intended "target". For example, a person may be harassed by racist jokes about a different ethnic group if they create an offensive environment for him.

6.2 What is Bullying?

Bullying is offensive, intimidating, malicious or insulting behaviour involving the misuse of power that can make a person feel vulnerable, upset, humiliated, undermined or threatened. Power does not always mean being in a position of authority, but can include both personal strength and the power to coerce through fear or intimidation.

Bullying can take the form of physical, verbal and non-verbal conduct. Bullying may include, by way of example:

- a) shouting at, being sarcastic towards, ridiculing or demeaning others;
- b) physical or psychological threats;
- c) overbearing and intimidating levels of supervision;
- d) inappropriate and/or derogatory remarks about someone's performance;
- e) abuse of authority or power by those in positions of seniority; or
- f) deliberately excluding someone from meetings or communications without good reason.

Legitimate, reasonable and constructive criticism of a worker's performance or behaviour, or reasonable instructions given to workers in the course of their employment, will not amount to bullying on their own.

Employees should disclose any instances of harassment or bullying of which they become aware to their line manager or HR.

6.3 Informal Steps

If an Employee is being bullied or harassed, the Employee should initially consider raising the problem informally with the person responsible, if they feel able. The Employee should explain clearly to them that their behaviour is not welcome or makes the Employee uncomfortable. If this is too difficult or embarrassing, the Employee should speak to HR, who can provide confidential advice and assistance in resolving the issue formally or informally.

If the Employee is not certain whether an incident or series of incidents amount to bullying or harassment, the Employee should initially contact HR informally for confidential advice.

If informal steps have not been successful or are not possible or appropriate the Employee should follow the formal procedure set out below.

6.4 Raising a Formal Complaint

Bioventus is committed to an ethical work environment and maintaining the highest standards of integrity in our dealings with our customers, employees, suppliers, distributors, and our communities. Our Code of Conduct contains general guidelines for conducting business with the highest standards of ethics.

In situations where you prefer to place an anonymous report, you are encouraged to use our Ethics and Advice line available at bioventusglobal.ethicspoint.com. The Ethics and Advice Line is hosted by a third party hotline provider, EthicsPoint. Importantly, your concerns will be heard and Bioventus will ensure no action is taken against you for making a good faith report of actual or suspected misconduct. Anyone who engages in retaliation against someone who asks questions or voices a concern will face discipline, up to and including termination.

If you wish to make a formal non-anonymous complaint about bullying or harassment, the Employee should submit it in writing to HR, whose role is to achieve a solution wherever possible and to respect the confidentiality of all concerned. If the matter concerns that person, the Employee should refer it to their line manager.

The Employee's written complaint should set out full details of the conduct in question, including the name of the harasser or bully, the nature of the harassment or bullying, the date(s) and time(s) at which it occurred, the names of any witnesses and any action that has been taken so far to attempt to stop it from occurring.

As a general principle, the decision whether to progress a complaint is up to the Employee. However, Bioventus has a duty to protect all Employees and may pursue the matter independently if, in all the circumstances, it considers it appropriate to do so.

6.5 Formal Investigations

Bioventus will investigate complaints in a timely and confidential manner. Individuals not involved in the complaint or the investigation should not be told about it. The investigation will be conducted by someone with appropriate experience and - where possible - no prior involvement in the complaint. The investigation should be thorough, impartial and objective, and carried out with sensitivity and due respect for the rights of all parties concerned.

A meeting will be arranged with the Employee within a reasonable period of receiving a complaint so that the Employee can give their account of events. The Employee has the right to be accompanied by a colleague of their choice, who must respect the confidentiality of the investigation. The Employee will be given a provisional timetable for the investigation. The investigator will arrange further meetings with the Employee as appropriate throughout the investigation.

Where the complaint is about an Employee, Bioventus may consider suspending them on full pay or making other temporary changes to working arrangements pending the outcome of the investigation, if circumstances require. The investigator will also meet with the alleged harasser or bully to hear their account of events. The harasser or bully has a right to be told the details of the allegations against them, so that they can respond.

Where a complaint is about someone other than an Employee, such as a contractor, customer, service user or supplier, Bioventus will consider what action may be appropriate to protect the Employee and anyone involved pending the outcome of the investigation, bearing in mind the reasonable needs of the business and the rights of that person. Where appropriate, Bioventus will attempt to discuss the matter with the third party.

Bioventus will also seriously consider any request that is made for changes to Employees' own working arrangements during the investigation. For example, an Employee may ask for changes to their duties or working hours so as to avoid or minimise contact with the alleged harasser or bully.

It may be necessary to interview witnesses to any of the incidents mentioned in a complaint. If so, the importance of confidentiality will be emphasised to them.

At the end of the investigation, the investigator will submit a report to a senior manager nominated to consider the complaint. The senior manager will arrange a meeting with the relevant Employee within a reasonable period following receipt of the report in order to discuss the outcome and what action, if any, should be taken. The relevant Employee has the right to bring a colleague or a trade union representative to the meeting.

6.6 Action Following the Investigation

If the relevant senior manager considers that harassment or bullying has occurred, prompt action will be taken to address it.

Where the harasser or bully is an Employee the matter will be dealt with as a case of possible misconduct or gross misconduct under the Disciplinary Procedure (see below).

Where the harasser or bully is a third party, appropriate action might include putting up signs setting out acceptable and unacceptable behaviour; speaking or writing to the person and/or their superior about their behaviour; or, in very serious cases, terminating a contract with them.

Whether or not the complaint is upheld, Bioventus will consider how best to manage the ongoing working relationship between the relevant Employee and the alleged harasser or bully. It may be appropriate to arrange some form of mediation and/or counselling, or to change the duties, working location or reporting lines of one or both parties.

Any Employee who deliberately provides false information or otherwise acts in bad faith as part of an investigation may be subject to action under the Disciplinary Procedure (see below).

6.7 Appeals

If an Employee is not satisfied with the outcome, an appeal may be submitted in writing to HR, stating the full grounds of the appeal, within one week of the date on which the decision was sent or given to the Employee.

Bioventus will hold an appeal meeting, normally within one week of receiving the written appeal. This will be dealt with impartially by a more senior manager who has not previously been involved in the case (although they may ask anyone previously involved to be present). The relevant Employee may bring a colleague or trade union representative to the meeting.

Bioventus will confirm the final decision in writing, within a reasonable period following the appeal hearing. This is the end of the procedure and there is no further appeal.

6.8 Protection and Support for those Involved

Employees who make complaints or who participate in good faith in any investigation conducted under this policy must not suffer any form of retaliation or victimisation as a result.

If an Employee believes they have suffered any such treatment, the Employee should inform their line manager and/or HR. If the matter is not remedied the Employee should raise it formally using the Grievance Procedure (see below) or this procedure if appropriate.

Anyone found to have retaliated against or victimised someone for making a complaint or assisting in good faith with an investigation under this procedure will be subject to disciplinary action under our Disciplinary Procedure.

7 Capability Policy and Procedure

The Company aims to provide a formal method for handling situations where a lack of capability becomes apparent when undertaking duties and where there is no question of a deliberate failure or refusal on the Employee's part to perform at the required standard or attend work as regularly as required. This policy is designed to support Employees to try to reach the required level of performance or attendance. (Poor performance or absence, which is due to negligence, lack of care or other misbehavior should be dealt with as a disciplinary matter under the Disciplinary Policy and Procedure.)

The Company is committed to providing Employees with appropriate training, supervision and support to enable them to meet Company objectives. Where Employees experience problems in attaining the appropriate standards the Company will endeavor to support them in order for them to reach the required standard.

The capability procedure works in parallel with the disciplinary procedure. Clearly it is not always appropriate to label incapability, absence and poor job performance as misconduct warranting disciplinary action though it may be so sometimes. This is a matter for the Company's discretion although the key distinction between capability and conduct is generally whether the Employee is trying their best or not. Nonetheless the Company needs to be able to address performance inadequacy and/or absence and deal with it effectively.

If the Employee believes that poor performance is due to specific problems they have, for example, alcohol abuse, harassment or bullying then it is the responsibility of the Employee to ensure that the Company is aware so that it can be considered and (if appropriate) action taken under the relevant policy.

This policy applies equally to all Employees except those subject to a probationary period. However, the Company reserves the right not to follow all or part of the procedure for Employees with less than twelve months service.

This policy provides guidelines only and (unless expressly stated otherwise) is not contractual nor does it confer any legal rights on Employees. The Company reserves the right to adapt and amend the process according to the circumstances of the capability issue.

7.1 Aims

The aims of the Policy are to:

- a) identify constructive action which may be taken to improve performance/attendance;
- b) through such constructive action, enable Employees to achieve and maintain a standard of work or attendance that is acceptable to the Company;
- c) follow a consistent and fair procedure to bring about a positive change. If there is no improvement in the Employee's performance and attendance after a period of support and training, then the Employee may ultimately be dismissed.

What is and is not an acceptable standard of performance is not fixed. As the Company evolves and develops and faces increased competition globally, the expectations and demands placed on Employees and their roles must also evolve and develop. Performance which may once have been regarded as acceptable will not therefore always remain acceptable. Both the Company and Employees are therefore subject to constantly changing demands and requirements to improve and develop.

Employees with Less than 12 months' Continuous Service

An Employee with less than twelve months service will normally be informed in writing if their performance or attendance fails to meet the Company's required standards and normally be invited to attend a meeting to discuss the reasons for the poor performance/attendance.

The Employee must take all reasonable steps to attend the meeting. At the meeting they will be given a full opportunity to comment on the reasons for the poor performance or attendance and to put forward any defence or arguments to explain it.

After the hearing, the Employee may be dismissed on notice or payment in lieu of notice, or some lesser sanction imposed, including demotion or suspension without pay for up to one week. The Company has the contractual right under this policy to suspend an Employee without pay for up to one week if there is shown to be poor performance.

The Employee will receive notification of the Company's decision in writing.

If the Employee has been dismissed or has been suspended or demoted, they have the right to appeal in accordance with the procedures set out below. The Employee is entitled to be accompanied at any hearing or appeal hearing in accordance with the provisions below.

Employees with Over 12 Months' Continuous Service

There are two stages the Company may choose to follow:

7.1.1 Stage One- Investigation and Counselling

If the Company considers that the Employee's performance is substandard, the Employee will be notified in writing of the concerns/complaints and invited to attend an initial meeting with their line manager (the reviewer) to try to establish the reason. The Employee will be given the opportunity to respond to the complaints or concerns about their performance.

Should the interview establish that the Employee's poor performance is due to a lack of relevant skills then where reasonable and appropriate, the Company will offer help to obtain the necessary skills through training and supervision. The Employee will then be given such time as the Company considers appropriate to reach the required standard of performance;

Where the Employee's poor performance results from an acknowledged lack of support, equipment or necessary facilities the Company will seek to address this by providing, where reasonable, appropriate assistance. The Employee will then be given such time as the Company considers appropriate to reach the required standard of performance.

In the case of both the provision of training and equipment and facilities, although the Company will seek to address this, the responsibility lies on the Employee to ensure that this happens. Accordingly, it is not an acceptable response for the Employee just to leave it to the Company to provide this. The Employee must be pro-active about ensuring that this is provided and must notify their line manager and HR if agreed actions have not been implemented.

If the Employee feels that necessary supervision or support is not forthcoming, they must notify HR of their concerns so that this can be addressed.

7.1.2 Stage Two - Formal Performance Management Procedure

The Company will take steps to deal with the matter by way of formal warnings where:

- a) it is believed that the Employee's poor performance does not arise from any of the reasons stated above or the absence is persistent, and/or

- b) the Company has taken appropriate steps to assist the Employee to improve poor performance or attendance and the Employee has not improved to the required standard within the specified time-scale.

The Employee will be informed in writing of the concerns/complaints about the poor performance or attendance and will be invited to attend a meeting to discuss this with the reviewer. Unless already established to the Company's satisfaction at an earlier stage, the reviewer will seek to identify the cause(s) of the poor performance or attendance and determine what, if any remedial treatment or assistance can be offered. The Employee will be given the opportunity to respond to the Company's concerns/complaints.

If at the conclusion of the meeting the reviewer believes that there is a shortfall in the Employee's performance or attendance which requires further attention, then the Employee will be issued with a formal warning. Formal warnings will usually set out:

- a) the nature of the poor performance or absence that is causing concern;
- b) the level of improvement required and (if practicable) how it will be measured;
- c) the time limit for achieving the required improvement;
- d) any interim review meetings to be held during the currency of the warning;
- e) any training, equipment, facilities, supervision or support that the Company will provide to assist the Employee to improve the performance. It remains the Employee's responsibility to ensure that they receive this;
- f) what may happen if the Employee fails to achieve or maintain the required standard of improvement; and
- g) how long the warning will remain active.

7.2 Formal Warnings

There are four options the Company may choose to give as a formal warning:

7.2.1 Verbal Warning

If the Company considers that the Employee needs to improve their performance or attendance, a verbal warning will be issued. A note of this will be placed on the Employee's file.

7.2.2 Written Warning

If the Employee's performance or attendance warrants it, or if there is no improvement, or insufficient improvement, or the improvement in performance or attendance is not maintained, the Employee will be invited to a further review meeting. In the absence of a satisfactory explanation, the Company may issue a written warning.

7.2.3 Final Written Warning

If the Employee's performance or attendance warrants it, or if there is no improvement, or insufficient improvement, or the improvement in performance or attendance is not maintained, the Employee will be invited to a further review meeting. In the absence of a satisfactory explanation, the Company may issue a final written warning.

7.3 Dismissal

If the Employee's performance warrants it, for example because the error that the Employee is alleged to have committed is due to negligence and the actual or potential consequences of that error are or could be extremely serious, a prior warning may not be appropriate. In those circumstances the Employee will be invited to a review meeting and in the absence of a satisfactory explanation the Company may dismiss the Employee without notice; or if there is no improvement, or insufficient improvement, or the improvement in performance or attendance is not maintained during the currency of the final written warning, the Employee will be invited to a further review meeting. In the absence of a satisfactory explanation the Company may dismiss the Employee with notice.

Except in cases of gross negligence, the Company will give consideration whether to move an under-performing Employee to an alternative position/work as an alternative to dismissal.

7.4 General

The Company reserves the right to implement the procedure at any stage should the outcome of the initial review meeting suggest that the performance failing or attendance warrants it, or should it be obvious that the conditions in Stage Two are met. The verbal warning may be dispensed with where the Company thinks it appropriate having regard to other steps taken to make the Employee aware of the problem and/or the perceived likelihood of effective corrective action against him/her.

7.5 Duration of Warnings

A verbal warning will usually remain in force for a period of six months from the date on which it was given and a written warning will usually remain in force for a period of twelve months unless stated otherwise. In exceptional cases, a final written warning may remain in force for a longer period and the Employee will be notified of this at the outcome of the performance management process. Warnings may be retained on the Employee's file beyond these periods in some circumstances, for example where it remains relevant to other decisions relating to the employee, e.g. pay, promotion etc.

The duration of any warning will be automatically extended by the amount of time that an Employee may be absent from work for any reason including without limitation, sickness, maternity or any other form of parental leave and so on.

7.6 Attendance at Hearings

The Employee must make all reasonable efforts to attend any meeting. If the Employee fails to attend, the Company may proceed with the meeting in their absence.

7.7 Representation

If the Employee is asked to attend a hearing in accordance with this procedure, they have a statutory right to be accompanied by a fellow work colleague or trade union representative if applicable of his/her choice. The Employee must make a written or verbal request to be accompanied. The request must be made to HR.

The Company will arrange a date for the hearing to take place. If the Employee's chosen representative cannot attend on the date proposed, the Employee can propose an alternative time and date so long as it is reasonable and falls before the end of the period of five working days after the date proposed by the Company.

The Employee's chosen representative will be able to address the hearing and confer with the Employee, but cannot answer questions on the Employee's behalf.

If the Employee does not comply with this procedure, they may lose their right to be accompanied by the chosen representative.

The Employee will not have the right to be accompanied by the chosen representative if the performance or absence problem is dealt with only under Stage One of this procedure.

7.8 Appeals

If the Employee wishes to appeal against a formal warning, then they should follow the procedure set out below.

Any appeal should be lodged in writing within seven days of the decision complained about. The letter should indicate the full grounds upon which the appeal is made.

The Employee's chosen representative may also accompany them and the provisions above relating to representation apply.

The conduct of the appeal shall be a matter for the appeal manager who may interview such witnesses and consider such documents that is deemed appropriate. The manager may also adjourn the appeal to conduct any further enquiries deemed necessary.

The appeal manager on hearing the appeal, may:

- a) confirm the action taken; or
- b) uphold the appeal and set aside the original action; or
- c) substitute an alternative form of action or penalty (whether more or less severe) if they think it appropriate to do so.

The Employee must make all reasonable efforts to attend the appeal hearing. If the Employee fails to attend, the Company may proceed with the hearing regardless.

The decision made at the appeal will be final and there is no further right to appeal.

7.9 Responsibilities of the Employee

It is the responsibility of the Employee to:

- a) achieve a required standard of performance or attendance with commitment and motivation;
- b) seek assistance if there are difficulties in achieving the required standard;
- c) cooperate with line managers in attempting to achieve the required standards;
- d) participate in discussions around the problems;
- e) undertake all coaching and training agreed;
- f) take reasonable steps to maintain and improve their talents and skills.

7.10 Records

It is important that managers keep records of the employee's performance, the monitoring arrangements and details of the meetings held throughout this period.

7.11 Confidentiality

The contents of interviews under this procedure will remain confidential and will be kept in accordance with relevant laws. This allows an Employee access to certain data at their request.

7.12 Sickness during Capability Procedure

If an Employee goes off sick at any time whilst they are subject to the application of the Capability process, then the Employee is not entitled to receive Company sick pay. The Company may in the circumstances withhold Company sick pay in its absolute discretion until the capability process is completed and the Employee has reached the required standard of performance.

This section of the capability policy and procedure forms part of Employees' terms and conditions of employment.

7.13 Employees with Disabilities

If an Employee is not achieving the required standards of work or attendance due to poor performance/ lack of capability because of a disability, the Company must identify any reasonable adjustments that can be made. This should be done in full consultation with the Employee and Occupational Health and any other appropriate bodies. Advice should always be sought from HR when an Employee is believed to be disabled.

A disabled person is someone who has a long term physical or mental impairment, which has a substantial adverse impact on their ability to carry out normal day to day activities. If there is doubt as

to whether an Employee potentially is classed as disabled, further guidance should be sought from HR.

The Company should consider what reasonable adjustments it can make to accommodate the person's disability so as to allow them to meet an acceptable level of performance or attendance.

The following considerations must be made:

- a) the extent to which the adjustment would prevent the effect in question
- b) the extent to which it is practicable for the Company to take the step
- c) the financial and other costs which would be incurred by the Company in taking the step and the extent to which taking it would disrupt any of his activities
- d) the extent of the Company's financial and other resources
- e) the availability to the Company of financial or other assistance with respect to the adjustment

8 Non-Disclosure

8.1 Confidentiality

Employees are required to treat confidentially all written and oral information concerning Bioventus, affiliated companies, the business, clients and business relations, including but not limited to; trade processes, operational procedures and technology, marketing strategy, financing, accounting policies and business contacts regardless of whether such information includes any references to its being of a confidential nature or to its ownership and regardless of how the employee became aware of the information, and employees shall not use this information for any purpose other than in connection with the proper performance of their duties in relation to their employment with Bioventus.

Employees are required to take reasonable precautions to safeguard the confidentiality of documents, correspondence or their copies that he/she has in their possession in connection with the work for Bioventus and/or affiliated companies and/or for clients and business connections outside the offices.

9 Illness

9.1 Procedure

In the event of absence due to illness, it is important that you call to your line manager before the shift starts but no later than 9:00 AM of your first day of illness that you will not be attending work. The manager will let HR know that the employee is sick. In case the manager is not reachable, the employee reports the sickness to HR also by phone. It might happen that the employee cannot get a hold on the manager or HR, when this happens, keep on trying so that the sickness is reported before 10:00 AM. When you call in sick by email or SMS, the sick leave shall not be granted.

When reporting sick, the employee should at least inform the employer about the following:

- Estimated date of return to work;
- Telephone number and (nursing) address
- The tasks with high priority that have to be finished while the employee is on sick leave.
- Whether the sickness is work related
- Whether it is related to an occupational injury

If you are unable to speak to your line manager or HR e.g. because you are in hospital, you should ensure that a family member or friend contacts your line manager or HR on your behalf.

Line managers are required to inform HR of any illness immediately and on-going.

The employee and his/her manager can make an agreement on the times that the employee has to be available during the sick leave. Line managers will discuss the illness with the Employee, seek to understand the expected date of recovery, and ascertain the consequences of the illness to the Employee's work. In case the employee does not make a request, the times stated below are applicable.

During the entire sick leave, the employee has to be reachable between 10:00 AM and 18:00 PM on the reported phone number and address in order to have contact with the employer and/or company doctor. Your line manager will discuss your illness with you, seek to understand your expected date of recovery, and ascertain the consequences of the illness to your work.

Change of (temporary) residence has to be reported to HR within 24 hours.

During the period that an employee is unable to work due to illness, he/she will continue to receive salary payments for a maximum period of 104 weeks, provided that he/she remains employed by Bioventus on a current valid Employment Agreement and the illness or incapacity to work is not caused by the employee himself. During the first 52 weeks of illness, Bioventus will continue to pay 100% of the employee's salary (taken as at the time immediately prior to his/her absence from work due to illness). During the second period of 52 weeks, the employer will continue to pay 70% of the aforementioned salary.

In accordance with the applicable law regarding absence due to illness (*Wet verbetering poortwachter*), both Bioventus and the employee have a responsibility in case of the employee's illness/incapacity to work, to ensure that the employee returns to work as soon as possible. In view of this, Bioventus has delegated the absence policy to a Health and Safety service (*arbo dienst*). The employee has to cooperate in his/her recovery and re-integration. If Bioventus believes it to be necessary, the employee shall visit the Health and Safety service for a medical consultation and/or the

Health and Safety service can be asked to visit the employee at his/her home address for a medical consultation. Following the consultation, the Health and Safety service doctor will contact the employee to discuss the situation, to formulate a plan for re-integration and to further monitor and support the employee in his/her recovery and return to work. This plan shall start from the 6th week.

If in the event of illness/incapacity to work the employee does not comply with the procedures and applicable arrangements, or does not cooperate in his/her recovery or re-integration, this can lead to disciplinary action, such as suspension of salary payments or even dismissal.

Upon recovery the employee needs to inform his line manager (or HR when the line manager is not available) about his return to work.

For further information, please refer to the Sick Leave Policy Netherlands.

9.2 Accrued Holiday During Illness

An employee who is absent from work due to illness will accrue the same number of statutory holidays as if he/she was not absent from work. An employee who is absent from work due to illness will not accrue the holidays above the statutory minimum.

If an employee is absent from work due to illness but wishes to use some of his/her holiday allowance, he/she should ask permission from their line manager and HR. If permission is granted, these days will be counted as holidays.

10 Holiday and Leave

10.1 Holidays

Each employee is entitled to 25 paid holidays per year, based on full-time employment (40 hours). This consists of 20 statutory holidays and 5 additional holidays over the statutory minimum. The holiday year runs from 1 January until 31 December. Holidays are accumulated on a monthly basis. In the respective holiday years in which an employee's employment commences or terminates, entitlement to holiday shall accrue on a pro-rata basis for each complete month of service during the relevant holiday year. If the employee does not work on a full-time basis, holiday rights shall be awarded pro-rata to the amount of days worked.

After five years' service the annual holiday entitlement increases (for full time employees) to 26 working days, rising to 27 working days per annum after ten years' of service and to 28 working days after fifteen years' service. The increased holiday entitlement will apply from the beginning of the holiday year in which employees reach the relevant service milestone. This is pro-rata for part-time employees.

The start and end dates of holidays are decided in joint consultation with, and after formal approval of, the employee's line manager. Both line manager and employee will endeavour to ensure that holidays are taken in the year in which they are accrued.

The number of statutory holidays is 20, based on full-time employment. The statutory holidays have to be taken within 6 months (before July 1) after the end of the year in which they are accrued; otherwise, they will lapse without payment in lieu thereof. Holidays above the statutory minimum which are not taken in the year in which they are accrued will be valid for another 5 years.

The employee is entitled to paid leave during the following public holidays:

- New Year's Day;
- Good Friday;
- Easter Monday;
- Kings Day;
- Liberation Day (only once every 5 years);
- Ascension Day;
- Whit Monday (known as *Pinksteren*);
- Christmas Day (known as *1st Christmas Day*) and
- Boxing Day (known as *2nd Christmas Day*).

10.2 Holiday Duration

Bioventus will observe the legal procedure in relation to redundancy in accordance with prevailing legislation. Employees are able to take holiday at any time during the year, subject to the prior approval of their line manager. In some positions, it may be appropriate to avoid taking holidays at busy times such as quarter end. The duration of holidays are decided in joint consultation with the employee's line manager.

The maximum number of holiday days that can be taken at any one time is ten working days (i.e. two weeks). This duration can be extended with the prior approval of the employee's line manager after full consideration of workload and timing.

10.3 Illness during Holiday

If an employee becomes ill during a period of holiday, they should obtain an illness certificate from their doctor and forward this to HR as soon as possible. Once this has been received, HR will re-allocate this time as sick leave and adjust the employee's holiday balance accordingly.

10.4 Special Leave

In the following cases, paid special leave will be granted by Bioventus, in addition to holiday entitlement:

- a) if legally required;
- b) marriage license: 0.5 days;
- c) marriage: the day of the wedding and one working day following the wedding;
- d) to attend the wedding of parents, step-parents, or children: 1 day; and
- e) childbirth of wife or partner: the day of childbirth.

10.5 Compassionate Leave

The loss of a family member can be very distressing and Bioventus appreciates that employees may wish to spend time with their family at such time. The policy on paid compassionate leave is as follows:

- a) for immediate family, i.e. parents, spouse or partner, children (including step children, adoptive or foster children) or where the employee is the primary organiser of funeral plans - from the day of decease until the day of the funeral or cremation; and
- b) for extended family, i.e. in-laws, aunts, uncles, grandparents, grandchildren, where the employee is not the primary organiser of funeral plans - one day.

All such leave is subject to the prior approval of the employee's line manager. If an employee requires additional unpaid leave, they should speak to their line manager.

10.6 Urgent Leave and Care Leave

Bioventus recognises that employees may need at times, to deal with an emergency or an unexpected situation involving a dependant ('urgent leave') or to take a short period of time off to care for sick dependants ('short care leave') or to take a longer period of time off to care for sick dependants ('long care leave'). In these situations, the provisions of the Dutch Work and Care Act (*Wet Arbeid en Zorg*) will apply.

A dependant includes a wife, husband, partner, son, daughter, parent or someone who lives in the employee's household, who is not employed by the employee in question, nor is a tenant, lodger or boarder.

Should an employee need to take time off for urgent leave, short care leave or long care leave he/she should notify their line manager and HR of the reason for the absence as soon as reasonably possible, including the likely duration and the apportionment of that leave.

10.7 Urgent Leave

Urgent leave (*calamiteitenverlof*) is designed to allow the employee to deal with emergencies that require immediate attention and make longer term arrangements if necessary (for instance, a child is sick or a household emergency such as burst pipes). During such leave, the employee will continue to receive 100% of their basic salary immediately prior to the commencement of the urgent leave.

If it is envisaged that urgent leave will continue for longer than one to two working days, the employee should discuss this with his/her line manager and/or HR and to the extent reasonable/applicable it can be agreed that the employee takes holiday, parental leave or other leave, as appropriate.

10.8 Short Care Leave

Short care leave (*kortdurend zorgverlof*) is designed to allow employees to care for sick dependants for a short period. An employee can take no more than two times the weekly working hours as short care leave in any year period (e.g. ten days with a full time employee).

In the event that an employee requires leave that qualifies as both urgent leave and short care leave, the urgent leave shall terminate after one working day and subsequently be converted into short care leave. During short care leave the employee remains entitled to payment of 70% of his/her basic salary immediately prior to the commencement of the short care leave.

10.9 Long Care Leave

Long care leave (*langdurend zorgverlof*) is designed to allow the employee to care for relatives such as a spouse, partner, son, daughter, foster child, parent or other blood relatives in the direct line, who is suffering from a life-threatening illness. An employee can take no more than twelve times half of the weekly working hours per year. In consultation with HR and his/her line manager, the employee is allowed to spread out the long care leave over a period of 18 weeks.

A request for long care leave needs to be filed by the employee in writing with his/her line manager and/or HR at least two weeks prior to the commencement date of the long care leave. Bioventus shall respond to this request no later than one week before the proposed commencement date of the leave.

During the period of long care leave the employee is not entitled to continued salary payments, with exception of the hours that the employee is able to attend work.

10.10 Unpaid Leave

Where employees have exhausted all holiday entitlements and as a result of unplanned events seek additional unpaid leave, employees should speak to their line manager in the first instance who will assess the reason for the request in relation to current departmental workload.

Wherever possible, Bioventus will be accommodating in meeting such requests, but reserves the right to decline any applications for unpaid leave.

11 Maternity, Adoption and Parental Leave

11.1 Maternity Leave and Maternity Pay

During the period that a female employee is entitled to a maternity and child birth allowance, because of her pregnancy in accordance with the Dutch Work and Care Act (*Wet Arbeid en Zorg*), she will be entitled to 16 weeks' maternity leave. There is no right to continued salary payments during this period, but the employee is entitled to a maternity and childbirth allowance, which will be requested through the employer from the UWV (*Uitvoeringsinstituut Werknemers Verzekeringen*). Bioventus will supplement this allowance such that the employee continues to receive 100% of her base salary immediately prior to her absence from work on maternity leave.

11.2 Maternity Leave and Holidays

An employee on maternity leave accumulates holidays during her period of leave based on her working hours prior to the start of her maternity leave.

11.3 Starting Maternity Leave

An employee may take maternity leave no earlier than six weeks, but no later than four weeks, prior to the expected date of childbirth.

After the child is born the employee is entitled to at least ten weeks of maternity leave, even when the child is born later than expected. The employee must inform the employer of the childbirth within two days.

If it has been agreed that an employee will start maternity leave four weeks before the expected date of childbirth, but is then unable to attend work due to illness that relates to the pregnancy before the start of the leave, maternity leave will start earlier: to six weeks before the expected date of childbirth and 10 weeks after that.

11.4 Notification Requirements

From a planning perspective, and to ensure the appropriate health and safety considerations can be made, Bioventus requests that employees notify both their line manager and HR of their pregnancy as soon as the employee is comfortable to do so. This must be 15 weeks before their expected date of childbirth. In exceptional circumstances, the employee may give shorter notice, but only when it has not been reasonably practicable for the employee to comply with the timeframe. The employee must supply HR with an original declaration of pregnancy which will be provided by the employee's doctor. HR needs this declaration in order to apply for the maternity and childbirth allowance. The notification should contain the following information:

- a) that the employee is pregnant;
- b) the date on which the employee would like her maternity leave to start; and
- c) the week of expected childbirth.

On receipt of notification, HR will acknowledge receipt and will confirm the start date of the employee's maternity leave and the expected return date. At the same time HR will notify the UWV.

The employee may subsequently request a change to the start date of maternity leave.

11.5 Returning from Maternity Leave

If an employee returns to work at the end of the maternity leave period, the employee should confirm in advance of the date of her return.

If an employee is absent from work due to illness but wishes to use some of his/her holiday allowance, he/she should ask permission from their line manager and HR. If permission is granted, these days will be counted as holidays. After maternity leave, an employee is entitled to return to the same working hours per week and the same job on the same Employment Agreement as before the leave started. If an employee wishes to return to different working hours per week, she must file a request in accordance with the procedure as set out in 'Reduction of Working Hours' below.

11.6 Postponement of Return to Work

If an employee is unable to return to work at the end of the period of maternity leave due to illness, the illness absence procedures apply as outlined in section 8.

11.7 Benefits and Employment Agreement

The Employment Agreement with Bioventus will continue unchanged during maternity leave and the employee will remain entitled to her usual employment conditions (excluding her usual remuneration – see section 10.1). In particular, the employee will be entitled to (i) all benefits which the employee was receiving immediately prior to the start of maternity leave and (ii) holiday entitlement, which will continue to accrue during the period of maternity leave on the basis of the working hours immediately prior to the start of maternity leave.

For the avoidance of doubt any decisions regarding items such as salary reviews shall be reviewed and taken as if the employee was not on leave.

11.8 Reduction of Working Hours

Employees may file a request for a reduction of working hours, if the individual has been an employee of Bioventus for a period of at least one year before the start date of the reduced working hours. This written request must be made to HR at least four months prior to the proposed start date for the reduced working hours. Bioventus will not refuse such a request unless there are substantial Company and/or economical business reasons (*gewichtige bedrijfs- of economische redenen*). The Reduction in Working Hours Act (*Wet aanpassing arbeidsduur*) applies for this procedure and requirements.

11.9 Paternity leave

The father of the child is entitled to paid paternity leave of one working week. The father-to-be has to notify the employer two months before the expected date of birth of the baby. Paternity leave has to be taken within four weeks after the child's birth. It is paid at 100% by Bioventus of your usual base salary.

The father is also eligible to take up to 5 weeks (5 times the weekly working hours) additional paternity leave (otherwise known as "extended partner leave". You have to notify the employer at least 4 weeks before you would like to take this leave. You have to take the additional leave within 6 months after the birth. You can take multiple consecutive weeks, but you are also able to spread the days throughout the period. Additional paternity leave will be paid at 70% of your usual base salary with costs being covered by UWV.

11.10 Adoption Leave

Adoption leave is available to any employee who adopts a child. Both parents are entitled to adoption leave.

Foster parents are also entitled to adoption leave, provided that they live at the same home address as the child they are taking care of. In addition, foster parents must provide a foster care contract which states that they have the responsibility to raise and take care of the child.

Adoption leave and pay are not available where a child is not newly-matched for adoption e.g. when a step parent is adopting a partner's child. If more than one child is adopted at the same time, the entitlement for adoption leave will not be multiplied.

To qualify for adoption leave and adoption pay, the employee must be newly-matched with a child for adoption by an adoption agency. If a child has been fostered by a family for more than 16 weeks prior to the official adoption, adoption leave will not be available.

Adopters are entitled to a maximum of four consecutive weeks of adoption leave, in accordance with the Dutch Work and Care Act. Adoption leave should be taken between two weeks prior to, and 16 weeks after, the official adoption.

11.11 Notification Requirements

From a planning perspective, Bioventus requests that employees notify both their line manager and HR of the adoption as soon as the employee is comfortable to do so. However, as a minimum, the employee must notify their line manager and HR in writing at least 15 weeks before the date of adoption.

11.12 Adoption Pay

During the adoption leave, the employee is not entitled to continued salary payments but to an Adoption Allowance. Bioventus will request for this allowance at the UWV and will supplement this allowance up to an amount of 100% of the employee's salary immediately prior to the absence from work on adoption leave.

11.13 Benefits and Employment Agreement of Employment

During the period of adoption pay, employees will be entitled to their usual employment conditions. In particular, the employee will be entitled to: (i) all benefits which the employee was receiving immediately before adoption leave began; and (ii) holiday entitlement which will continue to accrue during the period of adoption leave.

For the avoidance of doubt any decisions regarding items such as salary reviews shall be reviewed and taken as if the employee was not on leave.

11.14 Parental Leave

Parental leave is the right for parents to take time off work to look after a child, spend more time with their children and strike a better balance between their work and family commitments.

Each employee who has a 'lawful family connection' with a child is entitled to parental leave (ouderschapsverlof) in accordance with the Dutch Work and Care Act (*Wet Arbeid en Zorg*). This implies that every parent can use this parental leave once for each child younger than eight years old. This applies to every child born, and also for multiple births. Employee can get at most 26 times the number of hours they work per week. As of August 2022 parents get paid in the first 9 of the 26 weeks parental leave. They receive a benefit from the Employee Insurance Agency (UWV). Payment is at 70% of the daily wage. Employees must take the paid leave part in the child's first year. The remained 17 weeks of parental leave are unpaid.

When an employee wishes to use parental leave, he/she should communicate this in writing to their line manager and HR. The employee will state a start date and an end date of the leave and to which

days the leave applies (this is of course subject to consultation with the employer). Each employee shall be entitled to parental leave once he/she has been employed by the Company for at least one year.

Other important aspects regarding this provision:

- the maximum entitlement to parental leave is 26 times the agreed working week. This means that, in case of a fulltime employment (40 hours per week), the parental leave amounts to a maximum of (26*40) 1040 working hours. In principle, any parental leave should be taken weekly during a period of 12 successive months, and during a maximum of 50% of the agreed working week;
- employees can however request Bioventus to split the parental leave in a maximum of six periods, each amounting to at least one month. Employees can also request Bioventus to spread the leave over a period that exceeds 12 months, or to grant parental leave during more than 50% of the working week, but Bioventus has the right to refuse this request in case of a conflict with serious business interests (*zwaarwegend bedrijfs - of dienstbelang*).

Employees should submit the request form at least two months before the requested parental leave is due to start. In the event that an employee wishes to use his/her parental leave (i) directly after the birth or adoption of a child or (ii) immediately following maternity leave, the employee must provide two months notice of this intention before the expected date of childbirth, or placement in the case of adoption or the expected expiration of the maternity leave.

Bioventus will make every effort to meet a request for parental leave. However, if due to substantial business reasons Bioventus is unable to meet the request, it has the right, after discussion with the employee, to unilaterally change/amend the apportionment of the hours of parental leave over the week. In that event, Bioventus will notify the employee within seven days of receipt of the request. Bioventus will provide the employee with a revised apportionment of the hours of parental leave no later than four weeks before the requested leave is due to start.

12 Leaving Bioventus

12.1 Voluntary Termination

Should an employee wish to resign from their employment with Bioventus they should submit their resignation in writing to their line manager and HR. On receipt of the letter, HR will take the appropriate steps to inform payroll and the benefits providers that the employee is leaving.

12.2 Notice Period

In the event that an employee resigns, the notice period will be the greater of statutory minimum notice or what has been stated in the Employment Agreement.

Should an employee work throughout their notice period, they will be eligible for Company benefits and will accrue holiday during this time until their last day of employment with Bioventus. If an employee has outstanding holiday to take, they should work with their line manager to assess whether holiday can be taken during the notice period or whether payment in lieu of outstanding holiday is more appropriate. If an employee has exceeded their holiday entitlement at the time of termination, a deduction will be made directly from their final salary.

On or before the employee's last day in the office, the employee must ensure that they return all Company property to their line manager. Their line manager should then in turn work with the IT department to divert or close down the employees e-mail account and disable their network access accordingly.

The employee should also ensure that any outstanding expense claims are submitted to their line manager for approval prior to leaving Bioventus or if this is not possible, at the earliest opportunity after leaving Bioventus.

Bioventus reserves the right to suspend payment of the employee's final salary until all Company property is returned in full working order.

12.3 Involuntary Termination - Dismissal

In the event that an employee is dismissed, the employee will be expected to return all Company property to their line manager and all network access will be removed. Bioventus reserves the right to accompany the employee off the premises in cases where this is deemed appropriate.

12.4 Involuntary Termination - Redundancy

Bioventus will observe the legal procedure in relation to redundancy in accordance with prevailing legislation.

13 Data

13.1 Processing Data

Bioventus will observe the legal procedure in relation to redundancy in accordance with prevailing legislation.

- Bioventus processes Personal Data (both manually and electronically), including Sensitive Personal Data, for a number of reasons, including but not limited to:
- recruitment, appraisals, promotions, career planning, training and the provision of references;
- payment of salary and benefits, payroll, taxation, national insurance (and other statutory or contractual deductions from salary) reimbursement of expenses and business travel;
- health and safety matters;
- review and management of HR policies and procedures;
- disciplinary, grievance and performance management; and
- other purposes required by law, regulation or as deemed necessary by Bioventus for the management of employees and the business.

Bioventus processes Personal Data (both manually and electronically), including Sensitive Personal Data, for a number of reasons, including but not limited to:

- recruitment, appraisals, promotions, career planning, training and the provision of references;
- payment of salary and benefits, payroll, taxation, national insurance (and other statutory or contractual deductions from salary) reimbursement of expenses and business travel;
- health and safety matters;
- review and management of HR policies and procedures;
- disciplinary, grievance and performance management; and
- other purposes required by law, regulation or as deemed necessary by Bioventus for the management of employees and the business.

Employees consent to Bioventus and their appointed agents, where reasonably necessary, holding and processing both electronically and manually, the data that it collects in relation to employees and their employment.

This includes other personal data that is required for the purposes of employment, i.e. for the purposes of Bioventus' management and administration of employees and business and/or for compliance with applicable procedures, laws and regulations and to the storage transfer and processing by Bioventus or its agents of such data. The records that Bioventus holds include but are not limited to:

- personal details held on employee files, e.g. next of kin, home address, contact details etc.;
- illness absence;
- sick pay;
- suitability and fitness for work;
- health and safety control;
- maternity, paternity, adoption leave and pay, parental leave and/or time off for family and dependents;
- absence control; and
- those required by applicable laws and regulations.

13.2 Collection of Data

Bioventus collects and records Personal Data from various sources, including obtaining information from data subjects themselves.

In some circumstances, data may be collected indirectly from monitoring devices (including but not limited to; door access-control mechanisms, closed-circuit television and other security systems, telephone, e-mail and internet-access logs and recordings).

With the exception of data collected from the security systems, data collected indirectly from monitoring devices is not routinely accessed but access is possible. Data collected from monitoring devices is accessed and reviewed regularly. Such data may be processed in circumstances including, but not limited to, the investigation of security breaches, abuse of the Company Information Technology systems, or where the data is required for regulatory purposes.

13.3 Transferring Data

From time to time, Bioventus will transfer Personal Data out of the European Union and in particular into the United States of America and to other countries where Bioventus or any associated company has offices.

Personal Data may also be transferred to third parties to process on Bioventus' instructions, subject to confidentiality arrangements approved by Bioventus.

13.4 Retaining Data

Bioventus endeavours to ensure that the Personal Data held is accurate and that inaccurate, irrelevant and excessive information is either deleted or rendered anonymous as soon as reasonably practical. However, Bioventus may retain some Personal Data in order to comply with legal and regulatory obligations and for other legitimate business reasons.

Bioventus reserves the right, at its absolute discretion, to retain Personal Data after the termination of employment, for purposes including, but not limited to, equal-opportunities monitoring, health and safety records and in relation to possible or actual legal claims.

13.5 Personal Data Changes

Should an employee have any changes in their personal circumstances which could cause the Personal Data held by Bioventus to be incorrect, e.g. change of address, telephone number or emergency contact details, they should contact HR immediately, who will update records accordingly.

13.6 Access to Personal Data

Should an employee wish to view any of their Personal Data, they should provide a formal written request to HR. A fee may be levied.

13.7 Requests to Verify Employment Information

Should any other information be requested from 3rd parties, e.g. mortgage providers etc. HR will supply such information to the requesting party, provided that the employee has given their explicit consent by e-mail to HR.

13.8 Electronic Record Retention

If an employee is in possession of Personal Data (including, but not limited to, data held in spreadsheets, contained in CVs, contact lists or address books), they are obliged to ensure that such Personal Data is kept in a safe place and is not accessed by unauthorised persons. Employees should use secure filing cabinets and password protected computer applications as appropriate.

14 Disciplinary Policy

Bioventus prides itself on providing a comfortable and positive environment in which to work and in return expects high standards in terms of both performance and behaviour. All employees are expected to conduct themselves in a manner that reflects these high standards.

Occasionally however, there may be times where problems occur. Where possible, Bioventus aims to resolve such issues informally, but recognize that some circumstances may require more formal steps, which may vary from a meeting, informal or formal warning, suspension from work or even dismissal.

Bioventus aims to provide a fair and systematic approach to enforcing the standards of conduct for employees. Should Bioventus consider that an incident has taken place which requires disciplinary action, Bioventus will take the measures and procedures that it deems appropriate in the specific case under the given circumstances, furthermore the matter will be carefully investigated and this may involve speaking to other employees involved in the incident, to gain their feedback on the events that took place. The employee will be informed about the next steps and procedures that will follow as soon as reasonably possible.

15 Application of the Procedure

This procedure applies where Bioventus is contemplating Disciplinary Action i.e. action (including Dismissal) to address poor performance or misconduct; or Dismissal i.e. the majority of cases where the Company contemplates dismissing an Employee including:

- a) dismissal on grounds of capability or conduct;
- b) dismissal arising from a business re-organization or redundancy exercise; and
- c) non-renewal of a limited-term (fixed-term) employment contract.

The above definitions of Disciplinary Action and Dismissal are not exhaustive.

15.1 Suspension during Procedure

At any stage of a disciplinary procedure or before it begins, the Employee may be suspended on full pay, if appropriate. Full pay means the basic rate of pay to which the Employee is contractually entitled immediately prior to the period of suspension. An Employee's contractual benefits will continue during any such period of suspension. Suspension on full pay does not amount to Disciplinary Action.

15.2 Informal Discussions

Before taking formal Disciplinary Action, the Company will make every effort to resolve the matter by informal discussion with the Employee. Only where this fails to bring about the desired improvements or where informal discussion is not appropriate (due to the seriousness of the allegation) will formal Disciplinary Action be implemented.

15.3 Investigatory Process

The purpose of an investigation is to establish the facts relating to any disciplinary allegations against the Employee before deciding whether to proceed with a disciplinary hearing. The amount of investigation depends on the nature of the allegations and will vary from case to case. This may involve interviewing and taking statements or may include holding an investigatory meeting. Where an investigatory meeting is held this will be solely for the purposes of fact finding and no Disciplinary Action will be taken at this stage. Employees do not normally have the right to bring a companion to an investigative interview. However, Bioventus may allow Employees to bring a companion if it helps them to overcome any disability or any difficulty in understanding English.

Employees must cooperate fully and promptly with any investigation. This will include informing Bioventus of the names of any relevant witnesses, disclosing any relevant documents and attending any investigative meeting if required.

15.4 Procedure for Hearing

Following any investigation, if it is considered that there are grounds for Disciplinary Action, an Employee will be required to attend a disciplinary hearing. The Employee will be informed in writing of the conduct, characteristics or other circumstances that have led to Disciplinary Action being contemplated and of the basis for the decision. The Employee will be given the investigation report and any other relevant written evidence (including any witness statements except where witnesses' identity is to be kept confidential in which case the Employee will be given as much information as possible). The Employee will normally be given at least 48 hours' notice of the time and place of the meeting. The purpose of the meeting will be to consider the relevant conduct, characteristics or other circumstances and to allow the Employee to state their case.

The meeting will usually be conducted by the Employee's line manager and usually a representative from HR will also be present. Bioventus may require other persons to attend the meeting as appropriate, for example as a note taker or as a witness.

Employees must take all reasonable steps to attend the meeting.

Employees are entitled to be accompanied at the meeting if they wish - further details of this right are set out in the section below entitled "Right to be accompanied".

At the meeting, the person conducting it will state in full the basis for the Disciplinary Action or Dismissal that is being contemplated. The Employee will then have the opportunity to put their case (including where appropriate, to present evidence, call witnesses and raise points about any information provided by witnesses) and to respond to the matters raised. The Employee may also make any other statements or observations relevant to the issues. Employees may put these in writing if they wish but, if so, they must provide a copy to the person conducting the meeting in good time before the meeting. Failure to do so may result in the meeting being delayed.

Following the meeting, the person conducting it will consider what action, if any, will be taken. The Employee will usually be notified of the decision in writing within 48 hours of the meeting. The Employee will also be notified of their right to appeal against the decision if they are unhappy with it. This written notification will inform the Employee of who to contact should they wish to appeal.

15.5 Appeal

Employees have the right to appeal against the decision. If an Employee wishes to appeal, they must set out in writing the grounds for the appeal and send this to the person notified to the Employee.

The written grounds of appeal must be received within five working days of the issuing of the warning or notice of dismissal.

An appeal meeting will be held to review the content and outcome of the original disciplinary meeting in order for the person conducting the appeal meeting to judge if the matter was properly considered and (where relevant) any sanction properly imposed. Any evidence that has subsequently come to light may also be taken into account and if the Employee becomes aware of such evidence they should provide details of it to the person conducting the appeal meeting as soon as practicable.

An appeal meeting will normally be arranged within five working days of receipt of the written grounds of appeal. A member of HR will normally be present to take notes.

Employees must take all reasonable steps to attend the appeal meeting. Employees are entitled to be accompanied at an appeal meeting - for full details of this right, see the section below entitled "Right to be accompanied".

Following the appeal meeting, the decision will usually be communicated to the Employee in writing within five days of the appeal meeting. There is no further right of appeal beyond this stage and the appeal decision is final.

15.6 Conduct of Meetings

Meetings under this procedure will be arranged at reasonable times and locations. Meetings which form part of the procedure must be conducted so as to allow each party to state their case.

Recording by Employees or any companion of the proceedings of any meeting is not permitted under any circumstances although Employees are of course free to take notes.

If a meeting is arranged on two occasions but the Employee fails to attend on either occasion for a reason applying to the Employee or the Employee's companion which was foreseeable at the time the meeting was arranged, Bioventus will not be obliged to continue the procedure and may carry out Disciplinary Action or dismiss the Employee.

15.7 Disciplinary Action

Disciplinary Action may take a number of forms: (the list below is not exhaustive. In appropriate cases, more than one form of Disciplinary Action may be imposed.)

- a) first written warning (for example for more serious problems regarding behavior or performance, where a previous offence has been repeated or where performance has not improved despite earlier warnings);
- b) final written warning (for example for further repetition or minor offences, persistent failure to meet previously set performance standards or serious problems with performance or behavior);
- c) dismissal (with notice) (for example, further or more serious repetition of behavior which has previously led to a warning or failure to improve performance standards outlined in previous warning);
- d) summary dismissal (without notice) (for example, for gross misconduct - see below); or
- e) alternatives to dismissal such as suspension for a period of up to three months (without pay or part pay or demotion) (see below).

Any warning will remain "active" for a stated period. At the end of the active period of the warning, it will not be taken into account in determining any further Disciplinary Action against the Employee provided either that there is no further misconduct within that time or the improvements required are achieved and maintained throughout that time. After the active period, the warning will remain on the Employee's file for a further period and may be taken into account in other matters, such as promotion, redundancy or when considering a pattern of conduct but will be disregarded in deciding the outcome of future unrelated disciplinary proceedings.

15.8 Gross Misconduct

Offences which, in Bioventus' view, amount to gross misconduct may result in summary dismissal. This means that regardless of the Employee's previous disciplinary record, the Employee may be dismissed without notice or payment in lieu of notice. If the Employee is suspected of gross misconduct, they will be informed of this and of the potential outcome at the time that they are notified of the disciplinary meeting.

Gross misconduct includes, but is not limited to:

- a) theft or fraud;
- b) falsification of documents;
- c) physical assault or threat of assault;
- d) harassment, discrimination or bullying of any kind;
- e) deliberate damage to Bioventus' property;
- f) persistent unwarranted absence;
- g) abuse of Bioventus' computer system and/or a serious breach of the IT and email policy;
- h) dishonesty;
- i) serious professional misconduct;
- j) any behavior damaging or potentially damaging to Bioventus' reputation, whether this takes place at or outside work;
- k) breach of duties confidentiality or loyalty;
- l) serious breach of the Employee's contract of employment;
- m) insubordination;
- n) serious breach of any of Bioventus' policies or of the rules of anybody which regulates Bioventus;
- o) serious negligence;
- p) breach of Health and Safety rules and regulations; and
- q) use of illegal drugs or incapacity at work due to alcohol or other substances.

15.9 Right to be Accompanied

Where the Employee is required or invited to attend a meeting under this procedure they have a right, if they choose, to be accompanied at that meeting by either a work colleague; or a certified trade union

official (if a trade union is recognized by Bioventus at the relevant time), provided their choice is reasonable in all of the circumstances. If the companion is legally qualified, he or she will not be acting in a legal capacity.

Before the meeting takes place, the Employee should notify the person who is to conduct the meeting of the identity of the companion.

The companion may address the meeting in order to put the Employee's case forward; sum up that case; and respond on the Employee's behalf to any view expressed at the meeting.

If the Employee's chosen companion is not available at the time proposed for the meeting, the Company will postpone the meeting once to a time when the Employee and the Employee's chosen companion are available, provided that the Employee proposes an alternative time for the meeting which is reasonable and which is no later than five working days after the date originally set for the meeting.

If the Employee's chosen companion is a colleague employed by Bioventus, he/she will be given reasonable time off work to prepare for and attend the meeting(s). No person who acts or seeks to act as a companion as set out above will be subject to any detriment by reason of doing so.

16 Grievance Policy

Bioventus is a rewarding place to work, but occasionally problems may arise with managers and colleagues that may require intervention from a third party to resolve them. The grievance policy deals with the treatment of complaints from both the employee who raises a grievance and the employee(s) against whom the grievance has been raised.

The procedure is intended only as a statement of policy and management guidelines, and it does not form part of the Employment Agreement or otherwise have contractual effect.

The grievance policy is applicable to all employees of Bioventus. Every employee has a right to have a grievance dealt with, without being subjected to any form of discrimination. Instigation of the grievance procedure should under no circumstances be used by managers or other employees as a reason to take disciplinary action or victimise or harass any employee who has raised a grievance.

Information relating to the substance of the grievance will not be disclosed to a third party (excluding legal advisors or other third parties with a need to know) without the permission of the employee raising the grievance.

During the grievance procedure, witnesses may be required to provide evidence and will be advised of the context in which their evidence will be addressed. Again, the employee raising the grievance will be informed that this is the case.

16.1 The Grievance Procedure - Informal Stage

Should an employee have a grievance, the issue should be raised as soon as possible. In the first instance, all efforts should be made to resolve the grievance informally with their line manager or the person against whom the employee is raising the grievance. Should resolution be reached at this stage, the employee should confirm in writing that the issue has been resolved and no further action is required.

16.2 The Grievance Procedure - Formal Stage

If after attempting to address the issue informally, the employee does not feel that a satisfactory resolution has been reached, the grievance will be dealt with on a formal basis. The employee is required to formally document their grievance in a letter. In the letter the employee should outline the nature of their grievance, the outcome that they are looking for and the steps that have already been taken to bring the issue to a resolution.

The employee should submit the letter to his/her line manager and HR. If the employee is raising a grievance against their line manager, the letter should be sent to HR only.

HR will then set up a formal grievance meeting as soon as possible after receipt of the letter. The employee will receive a written invitation to the meeting and has the right to be accompanied by an advisor.

The grievance will be heard by the employee's line manager (or another Bioventus manager if the grievance is against the employee's line manager); along with HR. HR will take notes. During the meeting, the employee will be given the opportunity to present his/her grounds for raising the grievance and state what the preferred outcome would be.

The meeting will be adjourned for the manager to consider the appropriate steps to be taken. If more information needs to be gathered from other parties, the employee will be informed. The employee will be informed about the outcome of the grievance procedure as soon as possible.

17 Social Media

17.1 Social Media

The Company recognizes that employees may engage in social media while off duty. For purposes of this policy, “social media” means posting information on one’s own or on someone else’s blog, web log, journal, or diary on the internet. Social media also includes any other form of posting information on the internet, such as postings on a personal web site, social networking or affinity web site, on a bulletin board, or in a chat room. Examples of such sites include Facebook, Twitter, Instagram, LinkedIn, etc.

Refer to GPP13 – Use of social media and networking tools by employees on the company’s intranet (Bionet) to review the full policy.

17.2 Media Relations

The Director of Communications serves as the official company spokesperson, and any requests from the media for comments or information related to the business, operational, financial, or strategic matters of the company are to be referred immediately to the Communications Department unless specifically directed otherwise in a news release, internal announcement, or other official company communication.

Employees must obtain prior approval from the Communications department before engaging in any conversation or correspondence with the media, whether written, oral, or by email.

18 Whistleblowing

Bioventus is committed to ensuring that malpractice is prevented and, should it arise, immediately dealt with. Employees should be fully aware of to whom they can and should report public interest issues to. The Public Interest Disclosure Act 2013 provides protection for Employees who raise legitimate concerns about specified matters. Bioventus encourages Employees to raise their concerns about any malpractice at the earliest possible stage and this procedure sets out the correct method for raising such concerns and the general principles of how matters should be dealt with, but confers no contractual rights.

Provided that Employees follow the steps laid out in this procedure, they will be able to raise genuine concerns about malpractice within Bioventus without fear of harassment or victimisation.

This procedure applies to Employees, agency workers and contractors who have reasonable grounds to believe that malpractice has occurred, is occurring or is likely to occur within Bioventus. Employees are responsible for taking appropriate, reasonable and timely action wherever and whenever they become aware of any situation or matter that could expose Bioventus to loss, liability or embarrassment.

For the purposes of this procedure, Bioventus considers the following to be malpractice:

- a) the commission of a criminal offence;
- b) failure to comply with a legal obligation;
- c) the occurrence of a miscarriage of justice;
- d) the endangerment of an individual's or individuals' health and safety;
- e) the endangerment of the environment; and
- f) the concealment of any information pertaining to any of the above.

Wherever possible Employees must report public interest disclosure issues internally first.

Employees should initially discuss any concerns with their line manager, who will attempt to resolve the matter as soon as reasonably practicable.

If this is not appropriate or if an Employee reasonably considers that the line manager has not dealt with the concern sufficiently or at all, an Employee may then raise the concern with the next senior level of management. If an Employee is still dissatisfied with the decision or action taken, they should contact HR who will either deal with the matter or designate an appropriate management representative.

Any concerns will, so far as reasonably practicable, be dealt with in the strictest confidence at all times (bearing in mind the need to investigate allegations) and wherever possible the Employee's identity will not be disclosed, although it must be recognized that in certain circumstances it will be difficult for the complaint to be pursued or to tackle an alleged wrongdoer without the complainant's identity becoming known.

The person hearing the complaint will arrange a confidential meeting with the Employee and may require the Employee to put the concern in writing prior to the meeting. The concern will then be discussed in full at the meeting and the person hearing the complaint will decide if any further action needs to be taken and, if so, what action. This may include requiring the Employee to attend a further meeting with a more senior level of management and to provide any additional evidence deemed necessary. A note of the decision will be provided to the Employee and any such decision is to be treated as strictly confidential by the Employee.

If the concern raised is found to be valid and is not already subject to internal or legal proceedings, a decision will be taken as to how to proceed, which may include referral to one or more of the following:

- a) the board of directors with a view to internal investigation;
- b) the appropriate external regulatory body for investigation;
- c) the police; and
- d) the Employee to the Grievance Procedure.

The Employee will be informed of any decision taken and is required to keep this decision strictly confidential.

If the Employee has followed this procedure and is genuinely and reasonably dissatisfied with the outcome, the Employee may raise the concern with the appropriate regulatory authority, the police or a Member of Parliament. The legislation sets out a number of bodies to which qualifying disclosures may be made. These include HM Revenue and Customs, the Financial Services Authority, the Office of Fair Trading and the Health and Safety Executive. The Employee must inform the individual to whom the concern was originally raised or the next senior level of management before taking this action.

The Employee may also take this action if they have reasonable grounds for believing that all of the management consulted are or were involved in the malpractice which the Employee has alleged or that the Employee will be subjected to a detriment if this matter is raised internally.

The rules covering external disclosure do not apply for the purpose of taking confidential legal advice from a professionally qualified lawyer.

Bioventus confirms that provided the Employee raises the concern about malpractice in good faith and not out of any malice or with a view to personal gain and has reasonable grounds for belief in the concern:

- a) so far as is reasonably practicable the Employee's identity will not be disclosed at any time, unless necessary for the purposes of investigation or to comply with a legal obligation;
- b) the Employee will not be subjected to any harassment, victimization or disciplinary action as a result of raising the concern, provided the Employee has complied in full with this procedure; and
- c) so far as is reasonably practicable any supporting evidence relating to the concern will be kept secure at all times.

If, at any time, it is discovered that the Employee has raised a concern maliciously, vexatiously, not in good faith or with a view to personal gain or that the Employee has breached the terms of this procedure, the Employee will lose the protection granted under this procedure and will be subject to disciplinary action under Bioventus' dismissal and disciplinary procedures. Similarly, disciplinary action may follow an unjustified external disclosure (other than to a prescribed regulator) made without first exhausting the internal procedure set out in this policy. Bioventus has a duty of confidentiality to its clients and Employees are reminded that they too have a general duty of confidentiality in respect of information which they obtain through their employment with the Bioventus.

19 Miscellaneous

19.1 E-mail and Internet

The provision and use of e-mail and the Internet through access to the Bioventus network is essential for the proper and efficient working of Bioventus. There are a number of concerns which the Company has in respect of the potential dangers of communication by e-mail. Not only does non-work related material substantially increase the risk of failure of Bioventus' IT applications, but defamatory, pornographic, racist and other obscene material introduced from or sent via e-mail or the Internet, places Bioventus and Employees at risk and will not be tolerated. It is, therefore, appropriate that Bioventus has a policy which applies to all Employees at all levels who use e-mail to ensure that everyone is aware of the procedures to be followed in respect of it and other Internet applications. Employees are expected to comply with the following rules and failure to do so will be treated as a formal disciplinary matter under Bioventus' Disciplinary Procedure (see above).

19.2 Use of Email

Email should be treated like any other form of written communication and, as such, what is normally regarded as unacceptable to be written in a letter would be equally unacceptable in email communication. Consideration should be given to the lack of secrecy inherent within e-mail systems. In some cases, it may be preferable to use an alternative method of communication when dealing with sensitive issues.

As with all other business correspondence, e-mails can be used in legal proceedings. It is important that sensitive matters, which could be construed as being relevant to any potential legal proceedings, should not be discussed by e-mail.

If an Employee has cause to be away from their computer for any period of time, if applicable the Employee should take appropriate precautions (for example, locking the screen) to avoid any risk of abuse.

If an Employee generates and/or passes e-mail to other users, the Employee must be clear as to the intended recipient. The inadvertent despatch of material to a collective user group, for example, is no different from sending it individually to all those within the group. Additionally, Bioventus will not accept as an excuse for the distribution of offensive material that the Employee was not aware that it was attached to the message forwarded.

Employees should not generate, display and/or pass on to others material, whether in text, pictures or any other form which may be regarded as offensive. The question of what constitutes "offensive material" is not one for the sender to determine – it is the effect on the recipient that is the important factor. Whether or not the sender considers material offensive is not relevant.

Employees should exercise extreme care when receiving emails with attachments from third parties (particularly unidentified third parties) as these may contain viruses.

Although the email system is primarily for business use, Bioventus understands that Employees may on occasion need to send or receive personal emails using their work address. When sending personal emails, Employees should show the same care as when sending work-related emails.

Bioventus may engage in the monitoring of emails or other electronic files created by the Employee for valid business purposes, including Employee supervision.

19.3 Use of Internet

Where Employees are allowed access to the Bioventus network they are expected to use it sensibly and in such a manner that it does not interfere with the efficient running of Bioventus. Employees may be called upon to justify the sites that they have visited.

Bioventus reserves the right to deny Internet access to any Employee, although in such a case it will endeavor to give reasons for doing so.

Employees should not download or install software on to computers which are the property of Bioventus without the IT department's consent. Employees should not delete, destroy or modify existing programs, information or data on the same which could have the effect of harming Bioventus' business or exposing it to risk. No hardware device or equipment should be attached to the Bioventus system without the prior approval of the IT department

Employees should not enter into any license or contractual terms or register on any website without the prior consent of their manager.

Although the Internet system is primarily for business use, Bioventus understands that Employees may on occasion need to use the Internet for personal purposes. Employees may access the Internet at work for personal purposes provided that it is only done so at lunchtime.

Subject to legislative requirements, Bioventus monitors its email, Internet and computer system including email communications and Internet usage, on a continuous and on-going basis.

19.4 Employees Working from Home

Employees are responsible for ensuring the security of confidential information in their home. In particular, Employees undertake to:

- a) encrypt and/or protect by password any confidential information held on home computers;
- b) lock computer terminals whenever left unattended;
- c) ensure any wireless network used is secure;
- d) keep all papers in filing cabinets that are locked when not in use; and
- e) comply with the Bioventus' data protection policy from time to time in force regarding the retention of personal data.

For the avoidance of doubt, Bioventus property used at home shall remain the property of the Company and Employees shall not permit use of it by any other person (except for authorized representatives of Bioventus). Employees shall be responsible for any damage to Bioventus property which goes beyond ordinary wear and tear. Employees are required to report to Bioventus any such damage or malfunction of the property as soon as they become aware of it.

Employees who work from home shall be responsible for taking out and maintaining a valid policy of insurance covering the Bioventus property used at home against fire, theft, loss and damage throughout their employment. Employees shall not do, cause or permit any act or omission which will invalidate the insurance policy covering Bioventus property.

Subject to legal requirements, from time to time and on reasonable notice, Bioventus representatives may need to enter Employee's homes to:

- a) install, inspect, replace, repair, maintain or service the Bioventus property during employment;
- b) carry out health and safety risk assessments of the Bioventus property and the Employee's workstation during employment; and
- c) recover Bioventus property on or after termination of employment.

19.5 Alterations

Bioventus expressly reserves the right in its absolute discretion to make alterations and/or amendments to this Employee Handbook unilaterally and without seeking or obtaining employees' consent. This incorporates the right of Bioventus under article 7:613 of the DCC, to make alterations and/or amendments in case of significant circumstances which outweigh the employee's interest.

Alterations and/or amendments to the Employee Handbook which are unfavourable to employees cannot be applied retroactively.

Alterations and/or amendments to the Employee Handbook will be notified in writing as soon as practicably possible through appropriate media (e-mail, Company Intranet or noticeboards). The most up to date version of this Employee Handbook can be obtained from HR.

In any case, Bioventus is free to make any changes to this Employee Handbook in conformity with any change of law and regulations.

The Bribery Act 2010

It is an offence for any Employee to bribe or take bribes in the Netherlands or elsewhere. Any Employee who commits such an offence is liable to summary dismissal. Employees must comply in full with the requirements of the Bribery Act 2010. For further information, Employees should contact HR.

Attachment I Sick leave policy

Being sick is something that all people want to avoid, especially when it affects family and work life. However, sickness also affects the colleagues and employers of the individual whom is on sick leave. After all, everyone is an asset within the company. To ensure a fast recovery and reintegration, the following process has been established. This sick leave process describes what to do when an employee gets sick. It starts from the day when the sick leave has been reported, until the final step when two years have passed. Step by step it is explained which responsibilities both the employee and the employer have; calling in sick by phone, regular contact between employee and manager, doctors' appointments and in case of long-term illness, the reintegration procedure.

Bioventus has a new occupational health partner called Arbo Concern. They provide services for absenteeism, limiting the duration of absenteeism and preventing absenteeism that helps both employees and employers.

1 Regular employee

1.1 Day 1 – Calling in sick

When the employee is sick, he/she calls his/her manager before the shift starts but no later than 9:00 AM. The manager will let HR, before 12:00 PM, know that the employee is sick. In case the manager is not reachable, the employee reports the sickness to HR also by phone. It might happen that the employee cannot get a hold on the manager or HR, when this happens, try it again so that the sickness is reported before 10:00 AM. When an employee is calling in sick by email or SMS, the sick leave shall not be granted.

In case of sickness, the employee reports:

- The probable duration
- Telephone number and (nursing) address
- The tasks with high priority that have to be finished while the employee is on sick leave.
- Whether the sickness is work related
- Whether it is related to an occupational injury

If the employee is unable to speak to their line manager or HR e.g. because of being in hospital, employees should ensure that a family member or friend contacts the line manager or HR on their behalf.

The employee and his/her manager can make an agreement on the times that the employee has to be available during the sick leave. In case the employee does not make a request, the times stated in paragraph 1.1.1 are applicable.

The manager has to report the sickness to the HR Coordinator. In case the HR Coordinator is out of the office, the manager has to report to the HR manager.

Office phone number of HR Coordinator: +31 (0)23 554 88 23, +31 (0)6 31747533

Office phone number of HR Manager: +31 (0)23 554 88 20, +31 (0)646607827

1.1.1 Reachability

During the entire sick leave, the employee has to be reachable between 10:00 AM and 18:00 PM on the reported phone number and address in order to have contact with the employer and/or Arbo Concern. If the employee is not available in that timeframe, the employer and/or Arbo Concern will leave a voicemail message to call them back before 18:00 PM the same day.

If the employee is not available between the above stated hours e.g. because of a doctor's appointment, the employee should let the manager and/or Arbo Concern know.

Change of (temporary) residence has to be reported to HR within 24 hours.

1.2 Day 2 – Contact

Within 48 hours the supervisor and/or HR contacts the employee by phone to inform about the situation. Employee and employer will make arrangements about when the employee will be able to return to work, or in case of long-term illness; when the follow up contact moments will be.

Note: We expect the manager and employee to keep contact on a regular basis to find out which adjustments can be made on the short-term to expedite a return to work.

1.3 Day 3 – Contact

Arbo Concern will be informed about the employee's sickness and they will contact the employee, who is obliged to give all the information that the case manager of Arbo Concern is asking for. Thereafter, a consultation hour will be scheduled between the case manager and the employee.

1.4 Week 6

Within 6 weeks, the company doctor of Arbo Concern needs to make a problem analysis, which states why the employee cannot work anymore. He gives advice on the possibilities of recovery, when he thinks the employee can go back to work and what the supervisor and company doctor can do for the employee in order to start working again.

If a medical examination is necessary to determine the disability, the employee is obliged to cooperate.

1.5 Week 8

Within 8 weeks, the employer and employee shall create a Plan of Action together. This plan describes what both parties will do in order to get the employee back to work (how much contact there will be between employee and employer and with the company doctor). This is based on the problem analysis and should contain the advice of the company doctor. This could be either that the employee will be able to reintegrate at their current employer (in a new or adjusted role) or if this is not possible, a new suitable employer must be sought.

It is essential to have contact with the employee at least every 6 weeks, so that the Plan of Action can be adjusted where needed.

1.6 Week 42

Employer reports the sick leave to UWV (In case this happens to late, a penalty can be imposed).

1.7 Week 44

The company receives a confirmation of UWV and receives information on activities that must be taken in the second year of sick leave.

1.8 Week 45-52

Employer and employee evaluate the first year of sick leave. Keep in contact with the company doctor to see if there will be improvement in the situation and follow his/her advice on reintegration.

1.9 Week 88

The employee and employer will receive a form from UWV to apply for the WIA benefit.

1.10 Week 91

If the employee is planning to apply for the WIA benefit, then 2 weeks before the application an end-evaluation has to be written. This document states the situation of the reintegration. In this week, the employer also gives copies of the entire reintegration document to the employee.

1.11 Week 92-93

The employee gives his medical files to UWV after his WIA application. The employer has to upload the reintegration report online at www.uwv.nl/RIVuploaden.

1.12 Week 104

Payment of employer stops. After this time the employer is allowed to fire the employee, hence both employer and employee can come to an agreement. If the employee does not agree, the dismissal has to be approved by UWV or the cantonal court.

Important:

- Saving all the reintegration documents for UWV if the employee is still sick after 2 years.
- The reintegration process is between the employer and employee, UWV is not involved.
- If the employee is capable of working, even if its work that is different from his/her role, the employer has to do everything in their power, so that the employee can work again. First, a job has to be found within the company, otherwise outside of the company.
- If the employee suggests other work within or outside the company, the employer has to consider this. It can only be denied for serious reasons.
- If the employee applies to late for the WIA-benefit, the employer might have to pay an extended period of salary.
- The employee receives within 14 days a confirmation of the application from UWV. The final decision will be made within 8 weeks.

Keep in mind:

When UWV analyses the reintegration report and sees the company has not done enough for the employee to start working within or outside the company, the employer has to pay the salary for an extended period of 1 year.

If the employee does not oblige to the rules set out in the Plan of Action for reintegration, the employer is allowed to cut payment or stop it.

If the employee can start working again but needs more time to reintegrate, the employer can decide to voluntarily pay his salary after 2 years of sickness and when the employee does not want to apply for the WIA benefit (This only applies when an employee does not have the right to a sickness benefit).

1.13 Fit to work

When the employee is fit to work or partially fit to work and wants to return to work, he/she has to let the manager know as soon as possible but no later than 9:00 AM on the day of return. The manager will let HR, before 10:00 AM, know that the employee is back to work. In case of a situation where the employee is not capable for a full return, manager and employee are expected to align on a phased return plan.

Long term illness; If the employee is starting to get better, the employee has to report that to UWV (<http://www.uwv.nl/particulieren/formulieren/betermelden.aspx>). If the employer wants to report this, a letter has to be send which states the social security number of the employee, tax number, that the employee is able to work more and which changes have occurred in the employee's situation.

1.14 Frequently short sickness

When an employee is calling in sick on a regular basis, on average more than 2 times a year, it is advised that the manager and/or HR have a conversation with the employee to get a better understanding of the reasons for absence and where the organization can support the employee moving forward.

2 Temporary workers

When the employee is sick, he/she calls his/her manager before the shift starts but no later than 9:00 AM. The manager will let HR know that the employee is sick. In case the manager is not reachable, the employee reports the sickness to HR also by phone. It might happen that the employee cannot get a hold on the manager or HR, when this happens, try again so that the sickness is reported before 10:00 AM. When an employee is calling in sick by email or SMS, the sick leave shall not be granted. The employee has to report his/her sickness to the agency as well.

3 Accidents

When an accident happens, the usual steps of day one until week 104 have to be followed. However, below you can find some additional information.

3.1 Occupational accidents

When the employee is injured at work or because of work related issues, we call these occupational accidents. The first thing to determine is whether the employer is responsible. As soon as an accident has happened, the employer must report this to the Labour Inspectorate, they will then investigate the cause of the calamity. Primarily, the employer is responsible because he/she has to ensure a safe working environment. If there is evidence of an unsafe working environment, the employer has to pay damages.

The employer is not responsible when the accident is caused by an employee's recklessness or deliberate action. In this case, the employer does not have to pay anything.

3.2 Accidents outside of working hours

When the employee gets injured outside of working hours, if it's a broken leg or a bad virus, the employee always has the right on payment for two years.

When a third party causes the accident, the employee has to inform the employer about this so that the employer can exercise its right of recourse against the responsible party.