

PLAN: PLN-000013 REV D

Title: Emergency Response & Business Continuity Plan

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1. INTRODUCTION

Bioventus LLC is committed to taking a proactive approach to protecting employees, contractors, visitors, the environment and the communities in which we operate. This program outlines the procedures to be used in the event of an emergency and/or any event that disrupts the ability of Bioventus facilities to operate under normal conditions.

Incidents resulting in emergencies or disasters can result in injury or loss of human life, environmental impairment, and/ or business disruption. Preparation and preparedness planning can help reduce the potential losses from emergency incidents. Therefore, this Plan has been put in place, will be kept updated and current, and will be tested regularly to ensure maximum protection against loss due to emergencies/ disasters.

2. SCOPE

This plan establishes emergency response evacuation procedures and details for implementation of the emergency response and business continuity plans. The plan is designed to minimize and prevent hazards to Bioventus employees, the surrounding public and the environment.

This plan addresses the following:

- Early detection and reporting of actual and potential emergencies and disasters.
- Protection and safety of personnel (employees, contractors, and visitors).
- Prevention or reduction of loss of equipment, data, records, and facilities.
- Delineation of appropriate procedures for response to, and recovery from, the various emergency and disaster conditions addressed by this plan.
- Proper orientation and training of personnel to carry out the plan.
- Regular testing of this plan to ensure personnel are fully trained and that it is adequate in coping with potential emergencies.

The plan is designed to satisfy the OSHA 29 CFR 1910.38 and the Canada Occupational Health and Safety Regulations SOR/86-304 Part XV11 17.1.

The following facilities are covered by this plan:

Bioventus Corporate Headquarters
4721 Emperor Blvd, Suite 100
Durham, North Carolina 27703

Bioventus Canada ULC2476 Argentia Road, Suite 100
Mississauga, ON L5N 6M1

Bioventus Cooperatief UA
Taurusavenue 31
2132 LS Hoofddorp, The Netherlands

Bioventus Memphis Operations Campus

7101 Goodlett Farms Pkwy
Cordova, TN 38016

Bioventus Misonix US Operations
1938 New Hwy
Farmingdale, NY 11735

Bioventus Bioness US Operations
28470 Avenue Stanford Ste. 250
Valencia, CA 91355

Bioventus' Global Information Services (GIS) group has a separate emergency plan for business continuity that provides for the recovery and ongoing support of information systems. This plan will reference the GIS emergency plan and appropriate contacts will be notified.

The facilities parameters assumed in this plan are:

- Physical security for the facilities is adequate for the type of operations conducted there.
- Appropriate access controls are in force at the facilities to ensure against easy access by unauthorized personnel.
- Protective and emergency devices (e.g. emergency lighting) and kits are operational at time of emergency.

The plan covers in detail the emergencies/ disasters listed below:

- Bomb Threat (Appendix A)
- Electrical Outage (Appendix B)
- Earthquake (Appendix C)
- Employee Sabotage (Appendix D)
- Fire (Appendix E)
- Flooding (Appendix F)
- Gas Leak (Appendix G)
- Hazardous Material Control (Appendix H)
- Pandemic Influenza (Appendix I)
- Riot/ Civil Disturbance (Appendix J)
- Tornado (Appendix K)
- Active Shooter (Appendix L)

There exists the possibility of other emergency or disaster conditions that are not specifically covered in this plan. Two conditions apply to those: either they have such a remote possibility of occurrence that it was not deemed necessary to address them, or they can be dealt with adequately with one of the covered plan of actions included in this plan.

This plan must be able to operate in the "worst case" scenario for each type of emergency/ disaster. When testing the completeness and adequacy of this plan, the worst probable condition must be assumed.

3. REFERENCES

This section references external standards or regulations and/or internal documents that relate, govern or upon which the Procedure is based. Include all documents that are referred to in this Procedure.

3.1. External Standards and Regulations

Reference	Description
29 CFR 1910.38	OSHA Standard: Emergency Action Plans
SOR/86-304 Part XV11 17.1	Canada Occupational Health and Safety Regulations: Safet Occupancy of the Workplace

4. DEFINITIONS

Term or Abbreviation	Definition
Disaster	A condition whereby an event causes extended disruption of business operations or loss of facilities for a period of time equal or greater than 1 day and necessitates a redeployment of resources (i.e. any event that results in a decision to recover at an alternate site).
Emergency	An event such as, but not limited to, fire, explosion, flooding, tornado, bomb threat, electrical outage, riot or civil disturbance, gas leak, and unplanned sudden or non-sudden release of hazardous material to the air, soil, or surface water that causes disruption of operations for a short period of time (less than 1 day). In emergencies, repair and recovery occur at the original site.
Emergency Alert	A condition where staff personnel are notified that events are in progress or have occurred which have the potential of developing into an Emergency.
Emergency Control Center	A temporary location where control is transferred when evacuation from the property is necessary. This center directs rescue and salvage operations and operates only until reoccupation of the facility can occur.
Emergency Response Team	The group of people assigned during Disaster/Emergency conditions who represent the company and make decisions concerning the overall actions and responses to take in an emergency. They also will act as advisors to assist in cleanup and restoration of facilities for re-occupancy.
Facility Manager	That person or persons assigned the overall responsibility for the implementation and control of the emergency phase of this plan for the facility, including training and directing the Emergency Response Team, Managers, and Supervisors.

Term or Abbreviation	Definition
Manager / Supervisors	Those personnel with oversight of site operations and personnel. They are appropriately trained and are assigned responsibilities for safety and health during an emergency under the direction of the Facility Manager.

5. ROLES AND RESPONSIBILITIES

Facility Managers / Designated Site Facility Lead:

At each facility, the Facility Manager or designated facilities lead shall, in preparation for emergencies:

- Select and train the ERT, ensuring it is made up of appropriate personal onsite who would be available to respond in an emergency situation.
- Assign and train Managers/ Supervisors in their duties during an emergency and/or evacuation.
- Ensure all ERT designees and Managers/Supervisors are familiar with this plan.
- Instruct all new employees on the basic provisions of this plan.
- Maintain liaison with the local fire and police departments.
- Coordinate and conduct emergency tests.
- Prepare evacuation routes and review evacuation procedures for completeness.
- Ensure the Emergency Response & Business Continuity Plan is kept current.
- Issue information bulletins to personnel on emergency subjects and how this plan relates.
- Make arrangements as needed to obtain First Aid supplies.

In an emergency, he/she will:

- Supervise and direct ERT activities to ensure protection of personnel, data, records, and equipment.
- Determine level of danger with ERT and decide on evacuation of personnel.
- Ensure timely activation of appropriate alarm and notification of personnel of the emergency condition.
- Call for medical help, if needed.
- Supervise and direct the movement of personnel within, in and out of the facility in coordination with Managers/Supervisors.
- Ensure all personnel are clear of danger areas.

- Direct emergency response providers to affected emergency area.
- Function as central reporting figure in designated evacuation areas to account for personnel.
- Ensure no unauthorized access to evacuated area and facility.
- Determine when an area of the facility is safe for reoccupation.
- Make reports to Bioventus operations leadership and to regulatory agencies as needed.
- Direct the safeguarding of data, records, and equipment from unauthorized access, loss, theft, or damage during an emergency (when this does not endanger personnel).

Managers / Supervisors

The Managers/ Supervisors shall in preparation for emergencies:

- Be familiar with the recommended and alternate evacuation routes prescribed in this plan.
- Participate in the regular emergency tests and perform area sweeps in designated areas.
- Direct the brisk and orderly flow of personnel to evacuation areas during tests.
- Note any potential problem areas in traffic flow or personnel hazards, during tests.
- Know the location of emergency shut offs.
- Know in detail the complete evacuation procedure and how it is affected by the various emergency conditions (see appropriate appendix).
- Participate in regular ERT training conducted or scheduled by Facility Managers / Designated Facility site leads.
- Help publicize information bulletins to personnel on emergency subjects and this plan.

Emergency Response Team

ERT duties in preparation for emergencies include:

- Be familiar with this plan and understand duties and responsibilities.
- Assist in instructing new employees on the basic provisions of this plan.
- Participate in emergency drills.
- Assist Bioventus employees to identify the site contacts for emergencies by publicizing information and talking with them about emergency response.

In the event of an emergency, the team shall:

- Provide protection of personnel, data, records and equipment, as much as possible while protecting individual safety
- Assist in determining level of danger with the Facility Manager / Designated Facility site lead and decide on evacuation of personnel.
- Assist in determining appropriate response actions needed to mitigate emergencies.
- Assist in the brisk and orderly evacuation of personnel if determined necessary.
- Account for personnel onsite.
- Determine when an area or the facility is safe for reoccupation.
- Carry out assigned duties and report on such to Facility Manager in charge.

6. GENERAL FACILITY DESCRIPTIONS

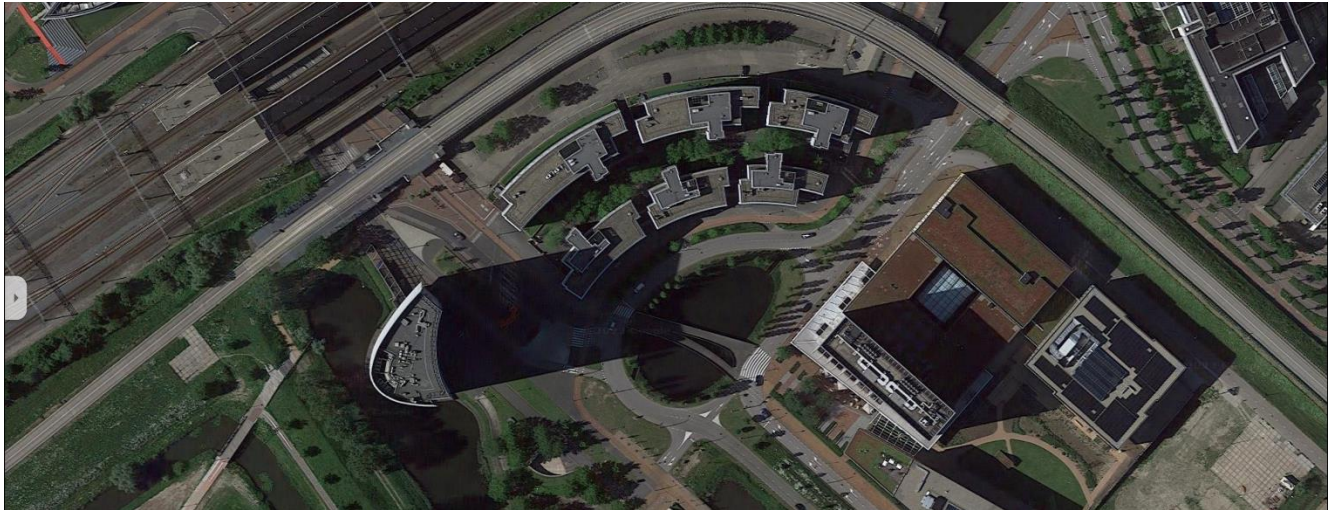
Bioventus Corporate Headquarters: located at 4721 Emperor Blvd, Durham, North Carolina. This facility houses the executive staff, marketing, R&D, Regulatory & Clinical and Administration functions.



Bioventus Memphis Operations Campus (MOC): located at 7101 Goodlett Farms Pkwy, Cordova, Tennessee. This facility houses Exogen, Bioness and Misonix manufacturing, operations staff, warehousing, customer service and reimbursement.



Bioventus Cooperatief (International Headquarters): located in the Netherlands at Taurusavenue 31, 2132 LS Hoofddorp, NL and houses executive staff, customer service, operations and finance.



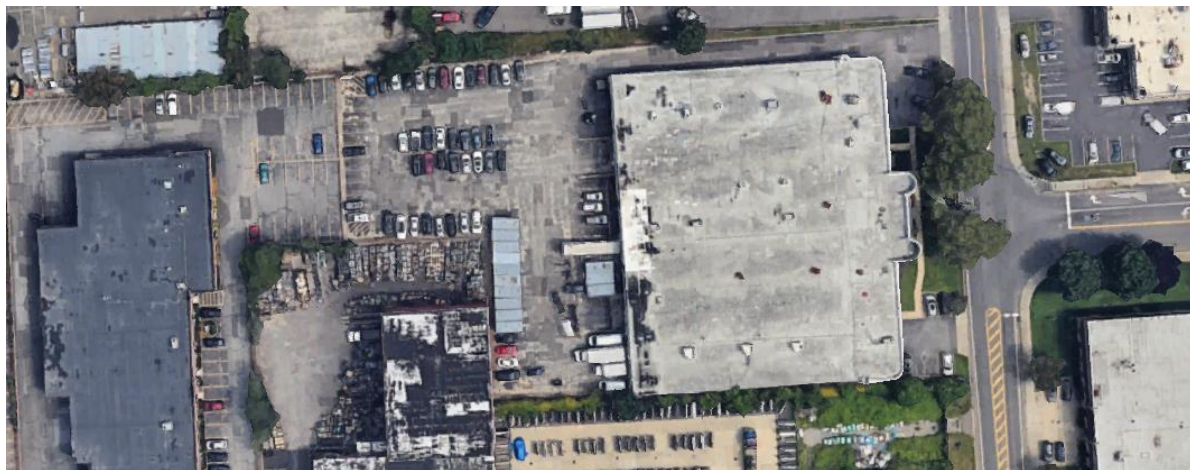
Bioventus Canada: located at 2476 Argentia Rd Suite 100, Mississauga, ON L5N 6M1 and houses customer service, marketing and distribution.



Bioventus Bioness R&D: located at 28470 Ave Stanford Ste. 250 Valencia, CA 91355 This facility houses research and development.



Bioventus Misonix R&D: located at 1938 New Hwy Farmingdale, NY 11735. This facility houses research and development.



7. EMERGENCY EQUIPMENT

All Bioventus Facilities shall be equipped with the following, to ensure proper life safety controls and equipment are in place:

- All emergency evacuation routes and exits shall be kept clear from debris, equipment or other materials that may inhibit the ability of personnel to briskly evacuate the building in the event of an emergency.
- Emergency lighting shall be in place, including lighted emergency exits signs, that have battery backup in the event of an electrical outage.
- Fire extinguishers shall be placed at locations throughout the facility and indicated as such on emergency evacuation maps.
- First aid equipment shall be available onsite and the location of supplies indicated on emergency maps or postings throughout the facility.
- Evacuation maps shall be posted in all work areas, with arrows indicating the route to nearest exits for each location.

8. EMERGENCY DETECTION REPORTING PROCEDURES

8.1. Discovery and Notification

Should an emergency be of a minor or controllable nature, which presents no potential hazard to human health or the environment, a manager shall implement post-emergency procedures and ensure that the Facility Manager is notified within 24-hours and incident reports are completed.

8.2. Notification of Appropriate Personnel

When a potential or actual emergency producing event is discovered by any employee it should be immediately reported to the Facility manager, who will notify the appropriate Managers/Supervisors and the ERT as necessary.

The Facility Manager is responsible for verifying the source of information and the condition reported and notifying the Managers/Supervisors and the ERT as necessary. They will inform them of the type of emergency condition, the location of emergency-producing event, where they are to assemble, and any other actions needed.

If needed, Managers/Supervisors will designate a Control Center location, directing emergency response actions and ensuring the Emergency Response Team is notified. and other appropriate personnel are notified of the condition and any potential of developing into a disaster condition.

8.3. Response to News Media

The Bioventus company spokesperson shall be the Communications Director or his/ her assigned back-up. As such, he/ she are the only persons permitted to communicate and release information to the news media.

8.4. Internal Emergency Notification Summary

Internal emergency notifications lists will be created, maintained and posted throughout each Bioventus facility covered in this plan.

The lists, at minimum will list the following positions / departments:

- Site Leader
- Facilities Manager / Designated Facilities Lead (ex. Office Manager)
- Manufacturing/Production/Warehousing Managers / Supervisors
- Information Technology Lead
- Desktop Support
- Property Management Company Primary Contact
- Head of Communications – Bioventus Corporate
- Director, Facilities, Maintenance & EHS – Bioventus Corporate

Local lists shall be reviewed/updated at least quarterly by the Facilities Manager / Designated Facilities Lead, or when key personnel changes occur. A copy of the updated lists shall be provided to the Director, Facilities, Maintenance & EHS.

8.5. EXTERNAL EMERGENCY NOTIFICATION SUMMARY

External emergency notification lists will be created, maintained and posted throughout each Bioventus facility covered in this plan.

The lists, at a minimum, will list the following:

- Local Fire Department
- Local Police Department
- Local Utilities Providers
- Local office of the environmental protection agency (State and/or Federal offices)
- Local County Emergency Hazmat Office
- Local Emergency Planning Committee / Office of Emergency Management
- Poison Control Center
- Suicide Prevention / Crisis Intervention Hotline

- Local Department of Transportation Office

Local lists shall be reviewed and updated quarterly by the Facilities Manager / Designated Site Facilities Lead, or when key personnel changes occur. A copy of the updated lists shall be provided to the Director, Facilities, Maintenance & EHS.

The table below can be used to guide the creation of local emergency contact lists at the site level:

Emergency Condition	Agency to Contact, if needed
Fire	Local Fire Department
Bomb Threat	Local Police Department
Electrical Outage	Local Utility Provider
Riot / Civil Disturbance	Local Police Department
Gas Leak	Local Utility Provider / Fire Department
Hazardous Material Spill	State/Federal Environmental Protection Agency, County Hazmat Office, Local Emergency Planning Committee/Office of Emergency Management, Department of Transportation, Fire Department <i>*agencies contacted will depend on the nature of the incident and local reporting requirements.</i>
Medical	911 (local Police / Fire Department)

8.6. Community Notification Summary (as directed by Facility Manager)

Businesses adjacent to and nearby Bioventus facilities may be adversely impacted in an emergency or disaster situation occurring at a Bioventus site. The Facility Manager or designated Managers -- together with local emergency response agencies - shall determine if the emergency could adversely impact neighboring residents or businesses. The nature, extent, rate and direction of potential hazards to surrounding areas will determine off-site evacuation. If necessary, the Facility Manager or designated Manager will authorize the notification of off-site businesses or residents of the need to evacuate their premises in coordination with local emergency response agencies (police, fire, etc.)

8.7. Emergency Response Companies

Emergency or disaster conditions may warrant obtaining the assistance of emergency response companies to contain or dispose of hazardous substances. Spills and

releases of hazardous substances shall not be handled by Bioventus personnel. The Facilities Manager should contact local Hazmat response agencies for support in the event of a release. Post-emergency, the Director, Facilities, Maintenance & EHS shall be consulted to coordinate any required cleanup with locally contracted agencies.

9. EMERGENCY CONTROL CENTER

An Emergency Control Center (ECC) may be used to provide an immediate control point for regrouping, damage assessment, and determination of facility reoccupation during or after a significant emergency or disaster has necessitated evacuation. When possible, an ECC will be established on-site to facilitate close communications with local response agencies. The location will be established at the time of the incident, and the following will be considered:

- Availability (Open 24 hours/ day)
- Location
- Ease of access
- Physical requirements for meeting (square footage, communications availability)

The Facility Manager will be responsible for coordination of the following activities at the ECC:

1. Verifying the operation of the communications network.
2. Accounting for evacuated personnel by department.
3. Monitoring and directing rescue and damage control efforts provided by local emergency response agencies.
4. Gathering reports of damage sustained by departments.
5. Assessing damage sustained and determining viability of reoccupying facility.
6. If/when facility can be safely reoccupied, direct an orderly return to premises and operation.

Facility evacuation routes and on-site employee gathering locations are shown in Appendix M of this plan. Offsite evacuation may be necessary in disaster situations, as directed by local responding agencies in coordination with the Facility Manager. Employees will gather in designated onsite areas or be sent to an offsite evacuation center or dismissed from work until the incident is under control.

10. ALTERNATE SITE DECISION

If damage is extensive, the ERT may decide to move recovery operations to an alternate site. This determination will be made while considering:

1. Estimated time, if possible, to recover critical operations onsite.

2. Maximum time frame allowable for restoration of critical operations
3. Estimated time needed to recover critical operations if recovery is done at alternate facility.

11. COMMUNICATIONS

The means of communication at the site will be through word of mouth, email and phone. If it is necessary to relocate to an offsite location, telephone calls will be redirected as necessary.

12. PLAN REVIEW AND UPDATING SCHEDULE

This plan will be reviewed and updated annually by the Facility Manager, or as needed if operations change.

13. TRAINING AND TESTING

The most critical resource at Bioventus is our personnel. The adequate, ongoing training of staff in the execution of this plan will ensure Bioventus employees receive the maximum protection possible in the event of an emergency/ disaster.

The Facility Manager / Designated Facilities Lead is responsible for ensuring Bioventus' employees at each facility are adequately trained in emergency response. Such training may include:

- Annual fire drill
- Location of fire extinguishers and alarms
- Basic types of fires and which extinguishers to use on each.
- Emergency exits and evacuation routes.
- Basics in first aid procedures or how to get first aid assistance in a timely manner.
- Who to notify of a potential emergency producing event.
- Location of major utility shut offs if applicable.
- When an emergency condition turns into a qualified disaster condition
- Basic recovery phases when a disaster strikes.

New Bioventus employees will participate in emergency plan training as part of orientation. Existing employees will participate in on-going training as needed. In addition, periodic emergency and disaster recovery drills are conducted. These tests are to ensure continuing readiness and determine if recovery time frames are realistic.

14. DISASTER RECOVERY

Immediately following a disaster, response teams will provide assessment reports to the Facility Manager, who will provide updates to the Operations Leadership Team. The reports will consist of, but are not limited to, the following:

- How many are injured, which work areas were affected, and an estimate of the available work force by job classification.
- Whether shutdown procedures were completed satisfactorily and which operations might still be functional.
- Damage to buildings & outside facilities with estimates on work, times, and cost to restore each.
- Damage to roads, surrounding area structures utilities and an estimate of time to restore each (this may require contacting local power company).
- Damage to vital equipment with an estimate of time and cost involved to repair or replace; quantities and type on hand and available for use should also be included.

14.1. Cleanup and Resumption of Operations

If a Structural Assessment is needed, the Facility Manager will coordinate with the Property Management company to bring in necessary resources to provide the assessment. Once assessments have been completed and clearance has been given for entry into affected buildings, the cleanup efforts will begin. The following groups will participate in cleanup activities:

- Facilities personnel will direct cleanup of damaged areas with support from department leaders and outside agencies, as needed.
- The Facility Manger will coordinate with the Property management company to perform any work required on mechanical rooms, emergency generators, and HVAC units.
- In the event of a flood, Maintenance personnel will open all doors and place fans throughout the areas to facilitate the drying process. If possible, HVAC units will also be running during this time.
- Production personnel will return WIP and stocks to the workstations and storage locations.
- The Maintenance and Quality Validation Teams will approve all equipment before such equipment is released for production.

14.2. Cleanup Support Personnel

The direction of the cleanup of the office areas will be the responsibility of outside contractors who have the equipment to properly carry out the cleanup, supplemented by Bioventus personnel.

Internal support may also be needed from the following departments:

- Facility Manager to set up a temporary dumpsite on premises for debris of damaged equipment and materials. Finance to set up damage repair cost centers for insurance purposes.
- Purchasing to issue blanket contracts for necessary services, equipment, labor, and material required for restoring operations.
- Supplemental contractors to assist in the restoration of damaged utilities, building structures, fire protection systems, production equipment, etc.

APPENDIX A – BOMB THREAT

Bomb threats fall into two categories: delayed and immediate. In either case, the local police department should be contacted as soon as possible after receiving a threat. A delayed threat is one that poses no immediate danger and allows for some investigative and protective measures to occur which may reduce the risk presented by the threat (e.g. a call is received at 2:30 p.m. stating that a bomb located in the facility is set to go off at 4:00 p.m.). An immediate threat is one that allows insufficient time for investigation or protective measures and cannot be reasonably disproved (e.g. A call is received at 1:00 p.m. stating that a bomb located in the facility is set to go off in 10 minutes).

Observe the following precautions for bomb threat situations:

- Report any suspicious objects in your area to the Facility Manager.
- Do not approach or touch any suspicious objects.
- Stay calm.
- Do not smoke in any area that may contain a bomb.

Assessing and Responding

1. Notify the Facility Manager about the threat and have him/ her notify the police.
2. Evacuate the building of personnel until outside emergency response agencies have determined it is safe.

Action to Take Immediately After Taking a Call

- Write down the call as precisely as possible, noting time of call, length of call, any distinguishing characteristics of the caller's voice, to include male/ female, accent, age, etc. and the possible location.
- Do not hang up the phone when the call is finished. Keep the line open or place it on "HOLD".
- Immediately contact the department manager and advise them of the call.
- Write out the message in its entirety with any other comments.

Bomb Threat Checklist and Telephone Procedure

Instructions: Be calm, be courteous and listen. Do not interrupt the caller. Notify direct manager while caller is on the line.

Name of Operator _____ Time _____ Date _____

Number at Which Call Was Received _____

Caller's Identity:

Male _____ Female _____ Adult _____ Juvenile _____ Approx. Age _____

Origin of Call:

Local _____ Long Distance _____ Booth _____ Internal _____

<p>Voice Characteristics</p> <p>___ Loud ___ Soft</p> <p>___ High Pitch ___ Deep</p> <p>___ Raspy ___ Pleasant</p> <p>___ Intoxicated ___ Other</p>	<p>Language</p> <p>___ Excellent</p> <p>___ Good</p> <p>___ Fair</p> <p>___ Poor</p> <p>___ Foul</p> <p>___ Other</p>	<p>Manner</p> <p>___ Calm ___ Angry</p> <p>___ Rational ___ Irrational</p> <p>___ Coherent ___ Incoherent</p> <p>___ Deliberate ___ Emotional</p> <p>___ Righteous ___ Laughing</p>
<p>Speech Noises</p> <p>___ Fast ___ Slow</p> <p>___ Distinct ___ Distorted</p> <p>___ Stutter ___ Nasal</p> <p>___ Slurred ___ Lisp</p>	<p>Accent</p> <p>___ Local</p> <p>___ Not Local</p> <p>___ Foreign</p> <p>___ Race</p> <p>___ Religion</p> <p>___ Other</p>	<p>Background</p> <p>___ Factory Machines ___ Trains</p> <p>___ Airplanes ___ Animals</p> <p>___ Music ___ Quiet</p> <p>___ Office Machines ___ Bedlam</p> <p>___ Mixed ___ Voices</p> <p>___ Street Traffic ___ Party</p>

Pretend Difficulty with Hearing, Keep Caller Talking

Questions to Ask:

When will it go off? _____

Where is it located? _____

What kind of bomb is it? _____

Where are you calling? _____

What is your name and address? _____

APPENDIX B – ELECTRICAL OUTAGE

When an electrical outage occurs, it needs to be determined whether it is a localized or general outage. Localized outages can often be the result of overloading a specific circuit causing a protective circuit breaker to trip. If breaker trips again when reset, it should be determined what is overloading the circuit. The Facility Manager should be contacted to coordinate any work to determine the source of a local outage.

Checking with other departments and other buildings can determine if an area-wide outage has occurred. When general or area-wide outages occur, any existing backup supply or generators should provide the necessary emergency power to operate essential electrical equipment.

Each building may be equipped with an emergency generator to activate emergency lighting; exit lights, fire alarms, and telephones within a twenty-second time frame. Buildings are also equipped with Un-interruptible Power Systems (UPS). The Data Centers are on the UPS system.

In the event of power outages, it is recommended that all computer equipment not supported by UPS equipment be turned off as electricity surges after power outages can be extremely harmful to computer equipment.

APPENDIX C – EARTHQUAKE

An earthquake is a sudden slipping of a portion of the earth's crust, accompanied and followed by a series of vibrations. This crust displacement usually occurs along fault lines.

Earthquakes are unpredictable and strike without warning. They may range in intensity from slight tremors to great shocks and may last from a few seconds to as long as five minutes. They could come in a series over a period of several days or months.

The actual movement of the ground in an earthquake is seldom the direct cause of injury or death. Most casualties result from falling objects and debris or collapsing structures.

Severe earthquakes may cause loss of life, many injuries, property damage, disruption of business, transportation, and communications as well as damage to gas and power lines, sewers, and water.

Precautions

Personal safety precautions during and/ or after an earthquake are:

- Crouch under a solid object such as a desk or table. Cover your head with your hands & arms.
- Find a doorway or inner hall to stand in or brace yourself in an inside corner away from windows.
- Do not run outside (you are generally safer staying inside).
- Do not use elevators. If you are in an elevator, stop at the nearest floor, get out, and take cover.
- STAY CALM and remain where you are until the shaking stops.
- Stay away from windows, exterior walls, and objects that could fall on you.
- If you must leave the building, be careful in exiting as the greatest danger from falling debris is just outside doorways and close to outer walls.
- Never assume downed power lines are dead and stay as far away from them as possible.
- If power is off, use flashlights as sparks from a match or light switch may ignite leaking gas.

In the event of an earthquake:

1. Observe all personal safety precautions listed above for the duration of quake.
2. Contact the Facility Manager.

3. Check for injuries among personnel. Offer first aid and assistance as needed. Do not move seriously injured personnel unless they are in danger of further injury where they are.
4. Check for hazardous conditions such as fires, damaged electrical wiring, gas leaks, etc. ERT members may turn off switches and main valves as needed to control damage (in the case of gas leaks, open windows and doors besides shutting off the supply).
5. Inspect facility for damage and move personnel to safe areas.
6. Use cell phones, email or text messages for damage reports.
7. If the following can be done without endangering personnel and with the Incident Manager's approval, then:
 - a. Protect critical records and data by removing to a safe location.
 - b. Protect equipment using organized shutdown procedures.
 - c. Clean up dangerous spills.
8. If damage is extensive to facility preventing continued safe operation at site, notify Incident Managers to conduct personnel evacuation according to this Plan.
9. Set up operations at Emergency Control Center and operate according to this Plan.

APPENDIX D – EMPLOYEE SABOTAGE

The acts of dishonest and disgruntled employees are a major concern, as the exposure to this threat exists in every organization. These events can range from arson, bombing, theft of equipment and data, to destruction of sensitive data.

Precautions

- Screen all new employees.
- Restrict employee access to sensitive information and equipment (e.g. Data Center).
- Conduct termination interviews and retrieve all keys, access cards, credit cards, etc.
- Periodically examine individual's access to sensitive information.
- Evaluate changes in behavior, habits, etc.
- Consider whether an employee should remain, be reassigned, or be released immediately once notice has been given.

If there is any discovery of a security breach or wrongdoing, report immediately to your manager, HR and the Facility Manager. Follow appropriate emergency procedures immediately to take control of the situation and limit damage.

APPENDIX E – FIRE

Fire is one of the most likely of emergency conditions to occur. There are 2 types of fires: controllable and uncontrollable. A controllable fire is one that can be extinguished by available means without endangering personnel (e.g. a wastebasket fire). An uncontrollable fire is one that cannot be extinguished without risk of injury.

Fire extinguishers are located throughout the facility. All personnel should be familiar with the location of these devices and the pull alarms.

In the event of a fire alert, the source of the alarm must be located and the area must be inspected to determine which of the following conditions exist. Then take the appropriate steps.

If there is no evidence of fire, then:

1. Inform the Facility Manager there is no fire, who then in turn will inform the Fire Department.
2. Firefighters will inspect the area anyway.
3. Following inspection, the area doors are closed and the area is once again made secure.

If the fire is controllable and there is no current danger to personnel, then:

1. Activate the nearest fire pull alarm.
2. Attempt to extinguish the fire using appropriate extinguisher.
3. If able to extinguish fire, remain on scene with extra extinguishers in case of re-flash, and wait for Fire Department to arrive and inspect.
4. Protect equipment using organized shutdown procedures (if necessary).
5. Protect critical records and data by removing to a safe location (if necessary).
6. If unable to safely extinguish fire, then following instructions for uncontrollable fire.

If the fire is uncontrollable and personal safety would be at risk if fire were fought, then:

1. Activate the nearest fire pull alarm.
2. While evacuating, close as many doors as possible between fire area and rest of building.
3. If the following can be done without endangering personnel, then:
 - a. Protect equipment using organized shutdown procedures.
 - b. Protect critical records and data by removing to a safe location.

APPENDIX F – FLOOD

Currently there are no Bioventus facilities located within any flood plain.

In a flash flood situation the two most critical aspects are the key indicators (predictors) that a flash flood is likely to occur and the time between the trigger point and the actual encroachment of water onto the property. The decision to activate the Emergency Response Plan will follow the County's Emergency Management Agency's issuance of a "Severe" flood warning and review of the key indicators.

The following key indicators will be tracked to determine appropriate response actions:

Weather forecast for the next 72 hours.

If the key indicators reach a point that a flash flood appears to be indicated, Facility Manager will notify the Emergency Response Team. All planning and activities will be based on a six-hour window to complete protective measures.

Responsibilities

When the decision is made to recommend activation of the Emergency plan, the following personnel will meet at the command center to review the key indicators:

- The Facility Manager has overall command of the Response Team, all response operations, and responsibility for initiating the overall plan after review of the key indicators.
- The Managers are responsible for overall coordination as the stages are.
- The Managers are responsible for the assessments and for assisting with the cleanup activities.

Electrical Shutdown Plan

The local utility company reserves the authority to disconnect all Bioventus buildings from the utility service. Power companies will not agree to a pre-arranged response time for service disconnection, so a 6-hour notice will be given to ensure power is disabled before water actually enters any buildings. Emergency generator systems will provide power to the building lighting systems to allow implementation of protective measures to continue up to the time water actually enters the buildings.

Recovery Operations

See the main body of the plan for recovery operations.

APPENDIX G – GAS LEAK

Gas leaks can occur on their own or be caused by other types of disasters such as earthquakes, tornadoes, etc. Though natural gas is odorless in its pure state, all commercially available natural gas possesses a distinct odor to help in determining when a gas leak occurs. In the event of a gas leak:

- Evacuate the immediate area.
- Notify Property management and Facility manager.
- If possible:
 - Open all doors and windows and utilize any other ventilation means available.
 - Extinguish all open flames, sparks and eliminate all smoking in the general vicinity.
 - Continue to ventilate area until such time as area is inspected and cleared by utility company.

Facility Manager will issue an “all clear” message once the situation is under control.

APPENDIX H – HAZARDOUS MATERIAL CONTROL

The facilities are located near expressway systems and railroads, and any may have commercial vehicles traveling directly in front of the property that could be carrying hazardous materials. Hazardous materials are any substances that, if released to the environment in an uncontrolled manner (e.g. spilled), can be harmful to people, animals, property and/ or the environment.

Only trained, properly equipped personnel should be involved in the handling, transportation, or cleanup of hazardous material. In the event of a hazardous material spill:

1. Evacuate the area.
2. Notify the Facility Manager
3. Adhere to the following precautions:
 - a. Approach incidence cautiously from an upwind direction if possible.
 - b. Do not touch any spilled material.
 - c. Avoid inhaling fumes, smoke, and vapors.
 - d. Do not assume that gases or vapors are harmless because of lack of smell.

Security Plan

Shippers of hazardous material are required to develop and implement security plans and assure employee training includes a security component. Bioventus receives hazardous materials for use in the manufacturing process and ships hazardous goods. Bioventus has prepared a Corporate Plan that outlines training for employees. This plan identified risks, internal policies, procedures and responsibilities, facilities theft prevention, shipping and receiving controls, information security, personal security, training and service provider requirements.

APPENDIX I – PANDEMIC

The following are assumptions regarding Bioventus in the event a health pandemic is declared by the WHO:

- Up to 50% staff absences for approximately 2 weeks at the height of a pandemic wave.
- Lower levels of staff absences for a few weeks on either side of the peak.
- A pandemic wave may last several weeks to several months.
- There will likely be more than one wave of illness.

Staff absences can be expected for many reasons, including:

- Illness/ incapacity (suspected/ actual/ post-infections)
- Illness of a family member.
- People may feel safer at home.
- Some people may be fulfilling other voluntary roles in the community.
- Others may need to stay home to look after school-aged children or adults normally cared for during normal work hours (if schools or adult care facilities are closed).

A pandemic may have other impacts on Bioventus, for example:

- Supplies of materials needed for ongoing activities may be disrupted.
- Availability of services from subcontractors may be impacted (such as maintenance of key equipment).
- Demand for services may be impacted if certain procedures are postponed during a pandemic.

Assigned Responsibilities

At Bioventus, the following personnel have assigned responsibilities:

- The Facility Manager has overall responsibility for this plan and for providing a safe work environment.
- Operations Leadership and HR have overall responsibility for pandemic response measures.
- The immediate Manager will be responsible for contacting any person who is unexpectedly absent from work to determine if his/ her physician has been notified of the illness.
- The Janitorial staff will be responsible for ensuring adequate supplies of tissues, hand hygiene products, and cleaning supplies.

Communications

Employees will be provided with the following communications:

- Educational information about the declared pandemic and measures to take to be prepared.
- Advisories or alerts as pandemic conditions change.
- Operational changes, as necessary.

Staff and Visitor Protection

The major strategies that Bioventus uses to minimize illness among staff and visitors include:

- Restricting workplace entry of people with symptoms of the pandemic virus/pathogen.
- Practicing good personal hygiene and workplace cleaning habits.
- Increasing social distancing (e.g. working from home, avoid face to face meetings).
- Managing staff who become ill at work.
- Managing staff who travel.

Protection Measures	When Applied
Hand washing, cough etiquette, ventilation	Everyone, all the time
Organizational policies	Everyone, all the time
Social distancing	Everyone, when necessary and practical
Protective barriers	Workers who have unavoidable, relatively close contact with the public, such as the credit union
Disposable surgical masks	Health care workers, including first responders, and those exhibiting flu-like symptoms at work
Disposable particulate respirator masks, eye protection, gloves, gowns/aprons	Health care workers participating in direct patient care where there is a high risk of contact with respiratory secretions, particularly via aerosols

Restricting Workplace Entry of People with Symptoms

Bioventus reserves the right to post notices at all facility entry points, advising staff and visitors not to enter if they have symptoms of the pathogen declared in the pandemic. Communications detailing i symptoms will be made available to all employees. Employees will be advised not to come to work when they have symptoms and to stay home until their symptoms are resolved. Staff will be encouraged to return to work as soon as they are fever-free for 24 hours unassisted (e.g., without ibuprofen or acetaminophen).

Personal Hygiene

Basic personal hygiene measures will be reinforced through communications and people will be encouraged to practice them to minimize potential transmission. These include:

- Covering nose and mouth when sneezing and coughing (preferably with a single use tissue).
- Immediately disposing of used tissues.
- Adopting good hand washing practices, particularly after coughing, sneezing, or using tissues.
- Keeping hands away from the mucous membranes of the eyes, mouth, and nose.
- Ensuring adequate supplies for hand washing are available.
- Communicating hand and personal hygiene information to staff and visitors through posting in workplace restrooms and public areas.

Workplace Cleaning

The pathogens may live up to two days on hard surfaces. The Janitorial Department will clean/ disinfect frequently touched surfaces daily and will be notified to clean/ disinfect work areas when a person with suspected infection is identified and has left work.

Increasing Social Distancing

During a pandemic, the following methods will be used to minimize contact, as appropriate.

- Avoiding face to face meetings as much as possible.
- Avoiding any unnecessary travel.
- Canceling or postponing non-essential meetings/ workshops/ training sessions.
- Arranging for employees to work from home or work variable hours to avoid crowding at the workplace, where practical.
- Encouraging the following personal social distancing techniques:
 - Avoiding public transportation
 - Bringing lunch and eating away from others
 - Avoiding recreational classes or meetings

Managing Staff who Become Ill at Work

If a person feels ill, or if someone observes that another person is exhibiting isymptoms, contact the direct manager. The manager will contact the Facility manager and HR to review the case.

Public Health Measures

Because access to vaccines and antiviral drugs during a pandemic may be extremely limited, the following non-medical interventions will be promoted in addition to the methods used above to help delay the spread of the pathogen:

- Update vaccinations including seasonal flu and pneumonia Covid, etc.
- Keep physically healthy; eat right, drink plenty of fluids, exercise, and get plenty of sleep.
- Maintain a positive mental attitude.
- WHO
- CDC (US)
- Local / County Health Departments

APPENDIX J – RIOT / CIVIL DISTURBANCE

Bioventus supports the rights of persons to self-expression, dissent, and to demonstrate provided that demonstrations are lawful, do not disrupt normal business activities, or do not infringe upon the rights of others. People who are not involved in protests should attempt to carry on business as usual if safe to do so. If activities threaten or result in damage to Bioventus buildings or grounds, or threaten the safety of others, contact your direct manager, HR or Facility Manager, then:

Remain calm.

- Avoid obstructing or provoking the protestors.
- Alert all persons in the area of the situation.
- If possible, lock doors and windows, and close blinds to prevent flying glass.
- Remain at your location if it is safe to do so; if it is not safe, evacuate to another part of the building or completely exit the building.

Bioventus Management will, as necessary:

1. Immediately notify the Police Department and dispatch officers to gain control of the situation.
2. Close and block entrance to the facility.
3. Evacuate the threatened building(s).
4. Station personnel equipped with communication equipment on the roof of the building, if possible.
5. Issue an “all clear” message once the situation is under control.

15. APPENDIX K – TORNADO

A tornado could affect any of the Bioventus facilities and result in personal injury and structural damage.

As a service to our employees, Bioventus may provide an early warning notification when severe weather is forecasted. To accomplish this, the Facility manager may send an email and may make an announcement. These notifications will alert employees to the possibility of severe weather and remind them to review emergency evacuation procedures.

During a ‘tornado watch,’ weather conditions are favorable for severe thunderstorms that are capable of producing tornadoes. When a tornado watch has been issued, the Facility manager will monitor the National Oceanic and Atmospheric Administration (NOAA) weather radio for further developments. All employees should be prepared to go to the nearest internal evacuation area (as posted on evacuation maps) in the event of a tornado warning.

During a ‘tornado warning,’ a tornado has actually been sighted or has been indicated by radar and may strike in the immediate vicinity. When a tornado warning has been issued, tornadic activity is in the immediate area of one of Bioventus’ facilities, the Facility manager will make an announcement. All employees should go to the nearest internal evacuation area (as posted on evacuation maps) and adhere to the following recommendations:

- Take shelter in the nearest building. If a building is not available, lie flat in a ditch or depression and protect your head as much as possible.
- Stay away from windows and exterior doors.
- Stay away from vehicles.
- Stay out of elevators.
- Wait to hear the “all clear.”

The city and county of each Bioventus facility has a county-wide tornado siren system that will be activated in the event of a tornado warning. This system is also tested weekly in the absence of inclement weather.

In the immediate aftermath of a tornado, contact the Facility Manager and/or the Director, Facilities, Maintenance & EHS.

APPENDIX L – ACTIVE SHOOTER

This page describes what to do if you find yourself in an active shooting event, how to recognize signs of potential violence around you, and what to expect after an active shooting takes place. Remember during an active shooting to RUN. HIDE. FIGHT.

Precautions

- Monitor employees around you for grievances
- Report employee violent ideation to HR
- Consider whether an employee should remain, be reassigned, or be released immediately once notice has been given.
- Conduct termination interviews and retrieve all keys, access cards, credit cards, etc.
- Restrict employee access

During

RUN and escape, if possible.

- Getting away from the shooter or shooters is the top priority.
- Leave your belongings behind and get away.
- Help others escape, if possible, but evacuate regardless of whether others agree to follow.
- Warn and prevent individuals from entering an area where the active shooter may be.
- Call 911 when you are safe, and describe shooter, location, and weapons.

HIDE, if escape is not possible.

- Get out of the shooter's view and stay very quiet.
- Silence all electronic devices and make sure they won't vibrate.
- Lock and block doors, close blinds, and turn off lights.
- Don't hide in groups- spread out along walls or hide separately to make it more difficult for the shooter.
- Try to communicate with police silently. Use text message or social media to tag your location, or put a sign in a window.
- Stay in place until law enforcement gives you the all clear.
- Your hiding place should be out of the shooter's view and provide protection if shots are fired in your direction.

FIGHT as an absolute last resort.

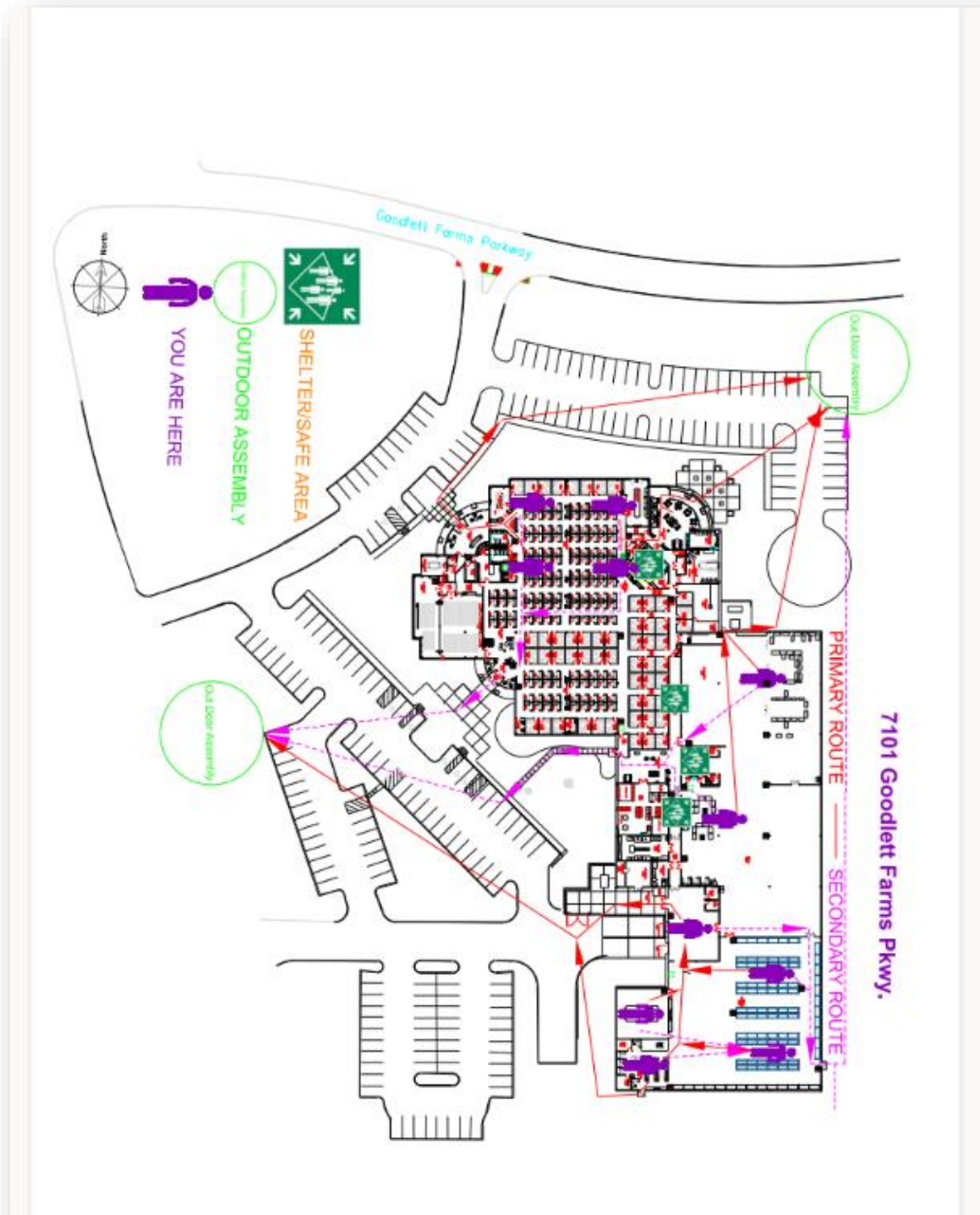
- Commit to your actions and act as aggressively as possible against the shooter.
- Recruit others to ambush the shooter with makeshift weapons like chairs, fire extinguishers, scissors, books, etc.
- Be prepared to cause severe or lethal injury to the shooter.
- Throw items and improvise weapons to distract and disarm the shooter.

After

- Keep hands visible and empty.
- Know that law enforcement's first task is to end the incident, and they may have to pass injured along the way.
- Officers may be armed with rifles, shotguns, and/or handguns and may use pepper spray or tear gas to control the situation.
- Officers will shout commands and may push individuals to the ground for their safety.
- Follow law enforcement instructions and evacuate in the direction they come from, unless otherwise instructed.
- Take care of yourself first, and then you may be able to help the wounded before first responders arrive.
- If the injured are in immediate danger, help get them to safety.
- While you wait for first responders to arrive, provide first aid. Apply direct pressure to wounded areas and use tourniquets if you have been trained to do so.
- Turn wounded people onto their sides if they are unconscious and keep them warm.
- Consider seeking professional help for you and your family to cope with the long-term effects of the trauma.

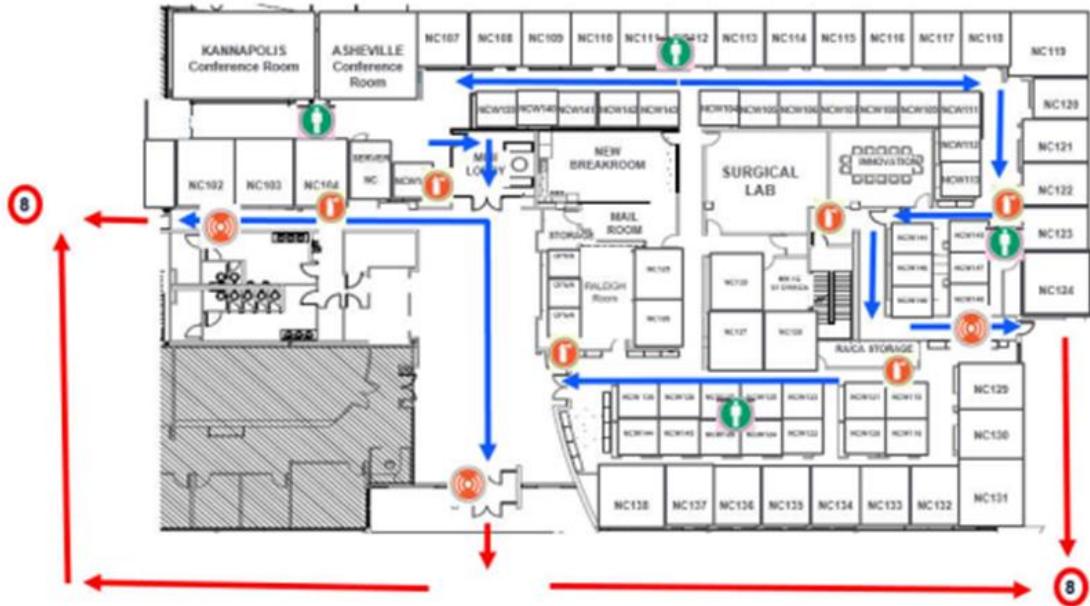
APPENDIX M – EVACUATION MAPS

Memphis – 7101 Goodlet Farms

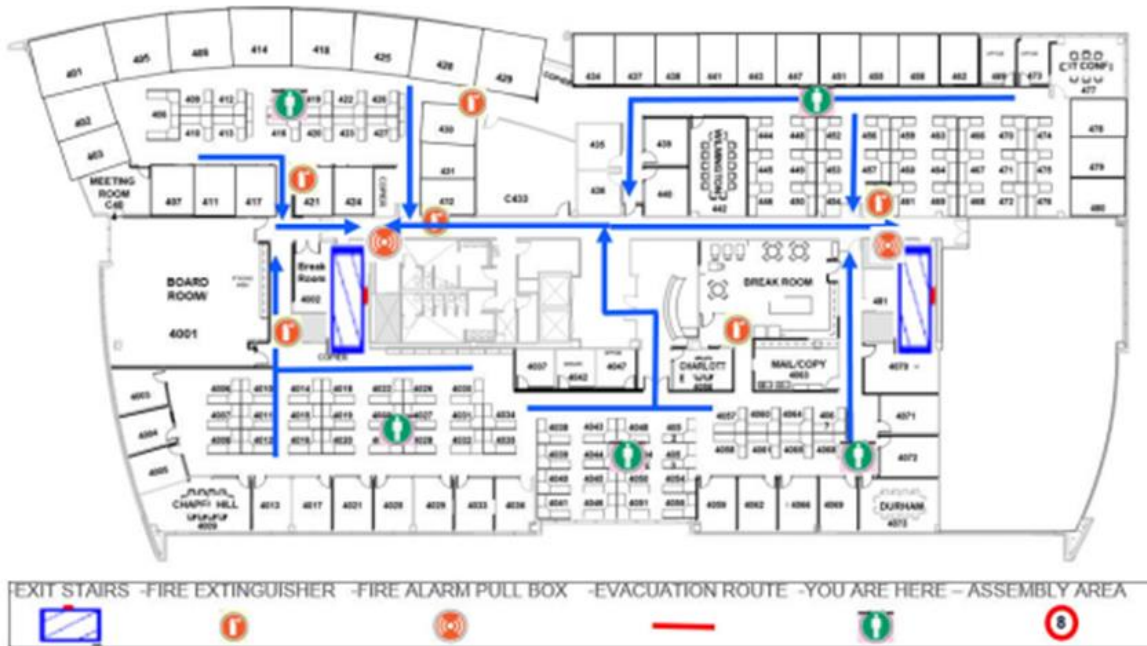


Durham – 4721 Emperor Blvd.

Evacuation Plan- Floor 1



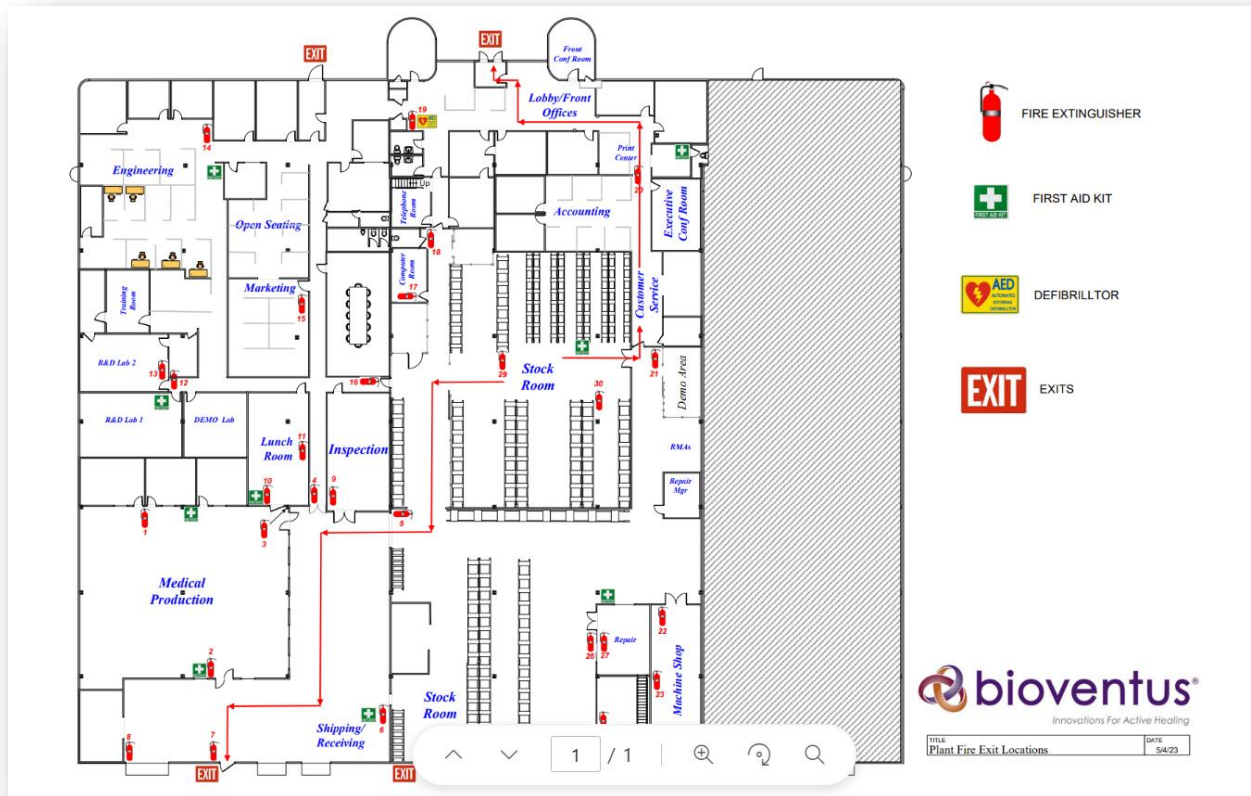
Evacuation Plan- Floor 4



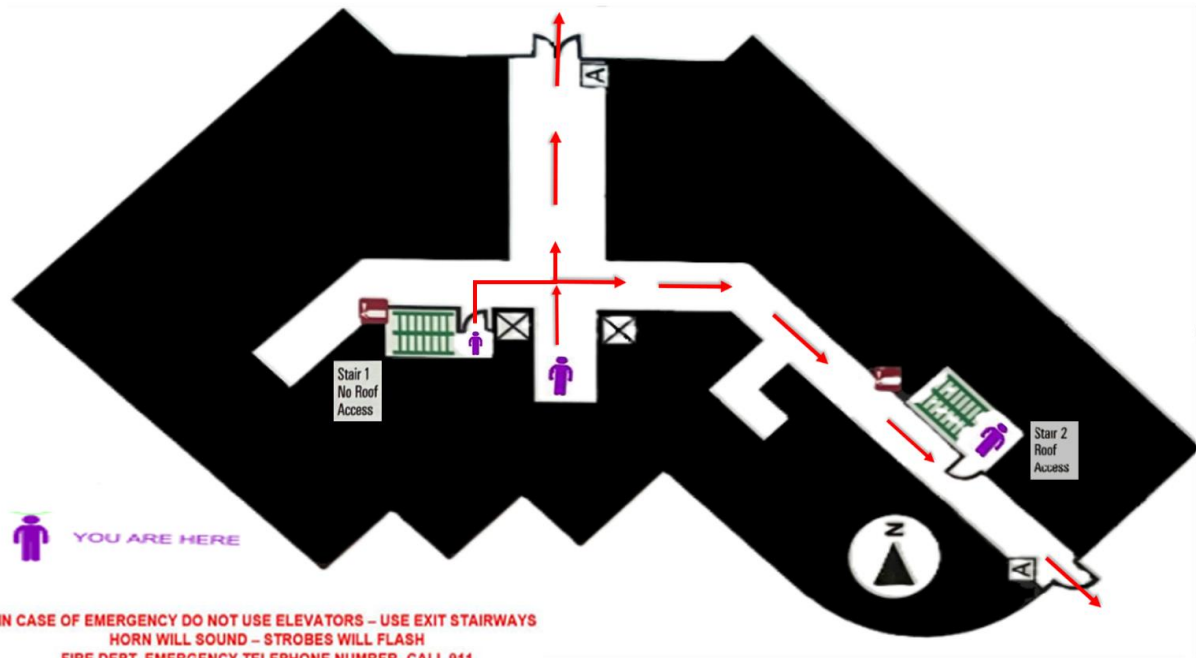
IN CASE OF EMERGENCY DO NOT USE ELEVATORS – USE EXIT STAIRWAYS
HORN WILL SOUND – STROBES WILL FLASH
FIRE DEPT. EMERGENCY TELEPHONE NUMBER- CALL 911

Maps- Durham Office

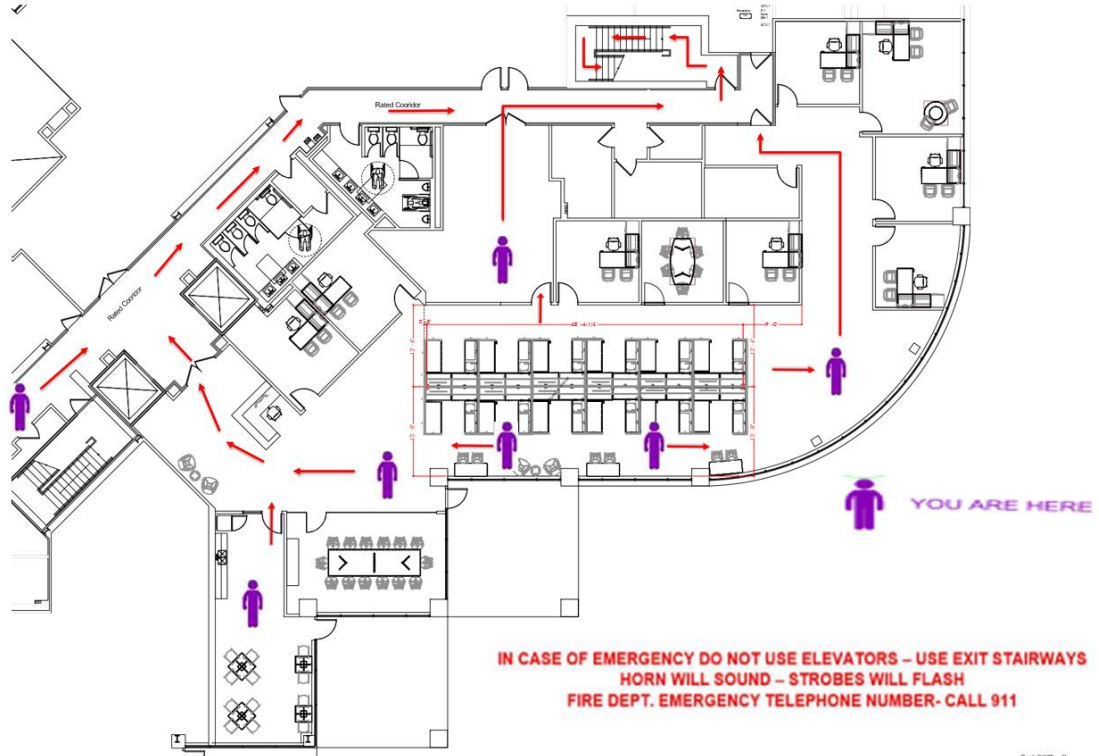
Farmingdale, NY



Valencia, CA – 1st Floor



Valencia, CA – 2nd Floor



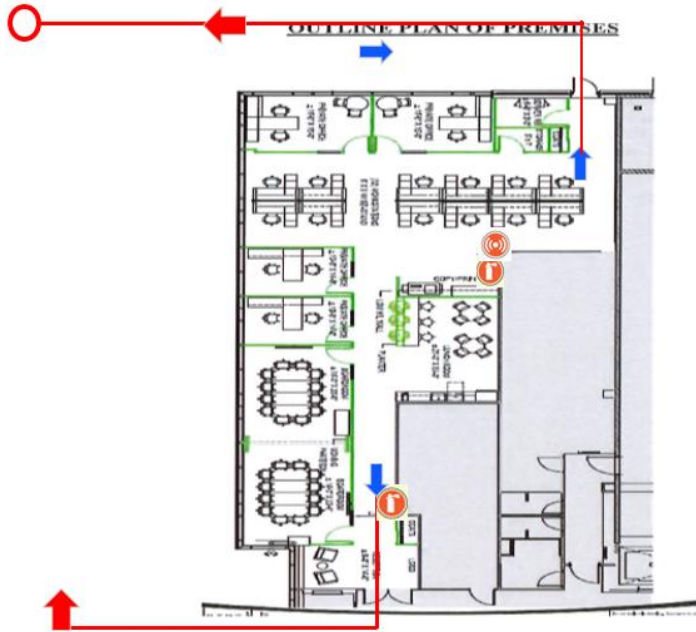
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Augie Alonso	4/22/2025	Neil Gollano	DSR #	XXXX.001	1/1
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Mississauga, Canada – 2476 Argentina Road

Evacuation Plan- Floor 1



EXIT STAIRS -FIRE EXTINGUISHER -FIRE ALARM PULL BOX -EVACUATION ROUTE -YOU ARE HERE - ASSEMBLY AREA

IN CASE OF EMERGENCY DO NOT USE ELEVATORS – USE EXIT STAIRWAYS
HORN WILL SOUND – STROBES WILL FLASH
FIRE DEPT. EMERGENCY TELEPHONE NUMBER- CALL 911

Hoofddorp, The Netherlands - Taurusavenue 31



Document Detail

Type: Plans

Document No.: PLN-000013[D]

Title: Emergency Response & Business Continuity Plan

Owner: LINCOLN.DOUGAN Lincoln Dougan

Status: RELEASED

Review

<u>Level</u>	<u>Owner Role</u>	<u>Actor</u>	<u>Sign-off Date</u>	<u>Sign-off By</u>
0	BV Configuration Analyst BV Configuration Analyst	AMBER.PLOTNER Amber Plotner	05-Nov-2025 10:23 pm	AMBER.PLOTNER
1	BV Doc Owner / Author BV Doc Owner / Author	LINCOLN.DOUGAN Lincoln Dougan	07-Nov-2025 3:14 pm	LINCOLN.DOUGAN
1	BV Doc Approver BV Doc Approver	MIKE.CROWE Mike Crowe	07-Nov-2025 12:09 pm	MIKE.CROWE
1	BV Quality BV Quality	OSMAN.KHAN Osman Khan	05-Nov-2025 11:19 pm	OSMAN.KHAN
1	BV Regulatory Affairs BV Regulatory Affairs	WILLIAM.HEARD William Heard	05-Nov-2025 10:33 pm	WILLIAM.HEARD
1	BV Doc Approver BV Doc Approver	BARRY.MITCHELL Barry Mitchell	05-Nov-2025 10:30 pm	BARRY.MITCHELL
2	BV Configuration Analyst BV Configuration Analyst	AMBER.PLOTNER Amber Plotner	07-Nov-2025 3:40 pm	AMBER.PLOTNER