



Dear Colleagues,

As a healthcare company, the safety of our employees, patients and customers we serve has been and will continue to be our number one priority as we manage through the pandemic. Each of you minimized the spread of the virus by diligently following our safety protocols, and focusing on ensuring our patients and customers were supported during this time, which helped prevent a major impact to our overall business. Many employees have completed their COVID-19 vaccine. Thank you for taking that important step to protect yourself and others. However, these protocols are not enough and we are seeing some impact on our overall business and must take further steps to protect our employees, patients and customers to help control the spread of the virus while continuing to serve patients.

The Executive Team has carefully considered our options and we have decided to require all US employees, contractors and visitors of Bioventus to **be fully vaccinated by November 1**, 2021. This will also support the recent executive order by President, Joe Biden, for federal contractors (recipients of payment from the government such as Medicare and Veteran Administration facilities) to be vaccinated.

All US employees must certify they have completed their vaccination by loading their vaccination cards in Workday by 8:00 am ET on November 1. Employees with completed vaccinations by November 1 will receive two employee choice days to use in 2021 as additional time away from work. Managers will receive a link to a weekly report on the status of their employees' vaccination, to help them manage the process with their teams.

We are currently evaluating our decision in countries outside the US and expect to provide an update to those employees by October 4.

We continue to focus on the safety of all employees, if you are exposed to the coronavirus, contact Lauren Burke, Employee Health Consultant at (817) 773-9961 or lauren.burke@bioventus.com. Lauren will guide you on proper testing and quarantining, and provide additional information on vaccinations. Do not contact employees directly regarding potential exposure, Lauren manages this process to ensure consistency around the globe according to current guidelines. Lauren will also contact all leaders of employees that have not been vaccinated on a weekly basis to provide additional support if needed.

We must continue to be diligent in all of our safety protocols. All employees in US offices are required to wear a mask when social distancing can't be maintained, in common spaces like restrooms and break rooms and when walking from one location to another regardless of vaccination status. Field based employees should follow the requirements of their local governments and customers.



If you have any questions or concerns related to this message, please contact your manager and discuss the situation.

Best regards,

A handwritten signature in black ink, appearing to read "Debra P. O".

A handwritten signature in black ink, appearing to read "Tom".

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A handwritten signature in blue ink, appearing to read "John".

Bioventus Executive Team

Do you want more information about the benefits of the vaccines? Click on the following link: [Benefits of Getting a COVID-19 Vaccine | CDC](#)