

# Arthrex Medical Education and Training Policy

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Arthrex acknowledges the importance of educating and training healthcare professionals on the safe and effective use of our products and related services and support programs. This education and training includes "hands on" product training as well as education on topics associated with the approved or cleared use of our products, and related services and support programs. These programs go through a robust approval process that evaluates the agenda, content, faculty and location. Program content must be consistent with the approved use for our products and program faculty must be trained on that approved use. We compensate healthcare professionals who serve as faculty for these educational programs at the fair market value for their services.

The Arthrex Compliance and Code of Ethics Policy govern Grants policy. Arthrex may provide medical education grants for legitimate purposes, including, but not limited to, for the purpose of;

- (i) The advancement of medical education of medical students, residents, and fellows participating in fellowship programs with a charitable or academic affiliation; and
- (ii) The support of public or patient education of health topics. The provision of a medical education grant shall not be related directly or indirectly to the volume or value of purchases made by, or anticipated from, the recipient.

Training and education programs are conducted in appropriate settings - environments that are conducive to the program's educational purpose, convenient for the attendees and reasonable in cost. Where appropriate, we subsidize healthcare professionals' expenses to travel to Arthrex-approved training and education programs. Lodging, meals and refreshments provided in conjunction with educational programs must be modest in value and must not overshadow the training and/or educational purpose of the program.