

Envista Legal Escalation Policy

General:

This policy governs required escalations to Corporate Legal. It applies to all associates at Envista Corporation and all direct and indirect subsidiaries. Applicable guidelines:

- If you are a Platform/OpCo associate, please also copy your Platform General Counsel on escalations
- Include “ESCALATION” in the subject line of your email
- Notify only the person(s) specified for the type of matter. Any additional escalation at Envista Corporate will be handled by Corporate Legal (including to Envista Executives)
- If in doubt about how to classify a matter, escalate to Mark.Nance@envistaco.com
- Following escalation to Corporate Legal, an owner will be assigned to manage the matter. Some matters may be managed by Corporate Legal. Each matter may also have participants responsible for participating (with the owner) in the handling of the matter. Envista’s General Counsel will determine owners and participants at his discretion
- Do not investigate before escalating. Do not hire outside counsel before escalating.

Contents:

- A. External Government/Regulatory Events
- B. Claims, Disputes, or Litigation
- C. Integrity and Compliance/Speak Up!
- D. Cyber-Security Events
- E. Data Privacy
- F. Medical Devices Quality and Regulatory Affairs
- G. Product Recalls/Defects
- H. EHS Events/Incidents
- I. Mergers & Acquisitions
- J. Government Relations
- K. Media Inquiries/Events
- L. Insurance Claims
- M. Other Matters Requiring Prior Approval

Integrity & Compliance / Speak Up!

How to report an issue:

- Talk with your manager or any other member of management
- Contact any representative of Human Resources, Legal/Compliance, or Internal Audit
- At any time, you may contact Speak Up! at www.Envistaintegrity.com

For more information, please see the Envista Code of Conduct

<i>Type of Matter</i>	<i>Notification</i>
<p>A. <u>External Government/Regulatory Events</u></p> <p>1. General</p> <ul style="list-style-type: none"> • All non-routine contacts by/with government enforcement authorities in any jurisdiction such as criminal investigators (e.g., DOJ, FBI, police, DEA), securities regulators (e.g., SEC, NYSE, FINRA), medtech authorities (e.g., FDA, SFDA, ANVISA), anti-bribery or competition authorities (e.g., DOJ, FTC, EU Comm'n, MSA, SAIC), import or export authorities, customs authorities, tax authorities, environmental authorities (e.g., EPA), product safety authorities, licensing and permitting authorities <ul style="list-style-type: none"> ○ Includes non-routine site visits, inspections, audits, or investigations, dawn raids, police visits, etc. ○ For regulated products (e.g., Dental) this includes any government authority that is responsible for the regulation of product development, manufacturing, ingredients, labeling, shipment, clinical trials, approval, registration, or clearance • All government subpoenas, requests for information (formal or informal), or legislative inquiries • All administrative, civil or criminal notices of violation, fines, penalties, citations, infractions or adverse findings by a government authority 	<p>Juan.Arbona@kavokerr.com</p> <p>Regulatory Issues, contact: Claudia.Ortiz@envistaco.com</p> <p>And, if customs/export/import also copy Anthony Tonucci, anthony.tonucci@kavokerr.com</p>
<p>2. Labor & Employment</p> <ul style="list-style-type: none"> • Non-routine contacts by/with government authorities relating to labor or employment matters (e.g., US DOL, US EEOC, US OFCCP, US NLRB, and similar government agencies in other jurisdictions.) • Non-routine site visits, inspections, audits, or investigations by any government agency or authority responsible for any type of regulatory/administrative, civil, or criminal enforcement of labor or employment matters 	<p>Jessica.Kurzban@kavokerr.com Chief Labor & Employment Counsel</p>
<p>3. Mergers & Acquisitions</p> <ul style="list-style-type: none"> • Contacts/inquiries from the FTC, DOJ, EU antitrust regulators or any antitrust regulatory authority of any other jurisdiction regarding any type of merger, acquisition or other business combination (whether involving Envista or other parties) 	<p>Mark.Nance@envistaco.com for M&A Lead Counsel</p>

Type of Matter	Notification
<p>B. Claims, Disputes, or Litigation (Threatened or Actual)</p> <p>1. Labor & Employment</p> <ul style="list-style-type: none"> <input type="checkbox"/> Labor, employment, restrictive covenant matters <input type="checkbox"/> Demands for union or group level employee representative formation 	<p>Jessica.Kurzban@kavokerr.com for Chief Labor & Employment Counsel</p>
<p>2. Mergers & Acquisitions</p> <ul style="list-style-type: none"> • Lawsuit, arbitration notice, demand, dispute or claim by or against Envista or any subsidiary/OpCo if the controversy relates to: <ul style="list-style-type: none"> ○ A breach of representation/warranty/covenant in an M&A transaction agreement ○ A deferred purchase price covenant (e.g., milestone or earnout obligation) in an M&A transaction agreement ○ A Key Executive or Key Associate in an M&A transaction • Approval is needed from Envista M&A and Litigation prior to making an indemnity claim under an M&A transaction agreement • Engaging outside counsel to advise on any claim under an M&A transaction agreement 	<p>Mark.Nance@envistaco.com for M&A Lead Counsel as well as Jessica.Kurzban@kavokerr.com Chief Litigation Counsel</p> <p>And, if the topic relates to a Key Executive or Key Employee in an M&A transaction also copy the Chief Labor & Employment Counsel's Jessica.Kurzban@kavokerr.com</p>
<p>3. Third Party Personal Injury, Death, or Property Damage</p> <ul style="list-style-type: none"> • Claims, demands or lawsuits of any amount alleging third party personal injury, death, or property damage must be escalated and tracked from receipt to closure. This includes third party liability claims related to products or services. <i>Do not notice Marsh or AIG directly; follow the instructions in the Envista Insurance Manual.</i> 	<p>Jessica.Kurzban@kavokerr.com for Chief Litigation Counsel</p>

4. All Other Claims, Disputes, or Litigation

- All lawsuits, arbitrations, demands, threats, disputes or claims against Envista or any OpCo (excluding simple commercial disputes and collections matters valued at < \$500K).

Representative matters:

- Whistleblower claims, including False Claims Act
- Government or state-owned entity is a party
- Commercial dispute if amount at issue is > \$500k
- Patent cases and other significant IP (trademarks, copyrights, trade secrets)
- Business strategy, reputational risk, multiple OpCos implicated
- Insurance coverage litigation
- Shareholder or securities litigation

Jessica.Kurzban@kavokerr.com

for Chief Litigation Counsel

Juan.Arbona@kavokerr.com

for Chief Compliance Officer

And, if IP related, also copy

Gail.Katz@kavokerr.com

for Chief IP Counsel

Type of Matter	Notification
<ul style="list-style-type: none"> ○ Environmental ○ Antitrust or competition ○ Fraud, misrepresentation, fiduciary duty, internal controls ○ Envista is a named party or subject to discovery ● Approval needed from Envista Legal prior to asserting any threat or claim against a third party (excluding simple collections or enforcing rights against former associates). 	
<p>C. Integrity & Compliance/Speak Up!</p> <ul style="list-style-type: none"> ● All concerns about actual or potential violations of laws, regulations, or applicable industry/international standards ● All concerns about actual or potential Code of Conduct violations 	<p>See page 1 for instructions on how to report an issue.</p> <p>Speak Up! Is managed by Juan.Arbona@kavokerr.com</p>
<p>D. Cyber-Security Events</p> <ul style="list-style-type: none"> ● Third party attempts to commit wire transfer or digital fraud (including through fraudulent or impersonating email messages, instant messages, or other digital means). ● Ransomware attack resulting in an inability to access electronic files and records and instructing a ransom be paid. ● Loss/theft of computer system or mobile device issued by the Company on which Company data is stored. ● Notification from a law enforcement agency of suspicious outbound network communications or malware infection. ● Cybersecurity vulnerabilities, threats, or attacks related to OpCo products or software 	<p>Send email to: Securityescalation@Envistaco.com to notify the Envista CISO Office & Envista Legal/Compliance.</p> <p>And, if applicable, OpCo/Platform IT leader/manager</p> <p>*Note – ransom should never be paid.</p>
<p>E. Data Privacy</p> <ul style="list-style-type: none"> ● All known or suspected security incidents that may involve personal data ● All other known or suspected privacy incidents ● Any non-routine inquiry from any data privacy regulator 	<p>Report via the “Report a Security Event” button on the Envista Privacy Portal on Envista Connect. And, notify Platform Privacy Leader for Envista</p>

Type of Matter	Notification
<p>F. <u>Medical Devices Quality & Regulatory Affairs</u></p> <ul style="list-style-type: none"> • Quality management system or regulatory (e.g., FDA, SFDA, ANVISA) issues and concerns • All product field actions or recalls • Medical device reports, adverse events, or vigilance reports alleging death or serious illness/injury requiring hospitalization or treatment by a physician 	<p>Claudia.Ortiz@envistaco.com</p> <p>And, if serious injury/death also copy Juan.Arbona@kavokerr.com</p>
<p>G. <u>Product Recalls/Defects</u></p> <ul style="list-style-type: none"> • Product recalls or close calls on product recalls • Significant or repetitive injuries caused by a product 	<p>Jessica.Kurzban@kavokerr.com for Chief Litigation Counsel</p>
<p>H. <u>EHS Events/Incidents</u> Any of the following at an OpCo facility or in work-related field activities:</p> <ul style="list-style-type: none"> • Fire • Fatality • Workplace incident or driving-related injury on company business requiring hospital admission or resulting in other serious injury, e.g., amputation or loss of consciousness • Widespread exposure to toxic or potentially harmful materials/chemicals above regulatory limits or in excess of health standards • Acts of nature that result in major facility damage or business interruption of more than one week • Environmental contamination, unpermitted releases, or spills of hazardous materials that significantly interrupt operations or impact the community 	<p>Kimberly.Blaney@kavokerr.com EHS Leader and if a workplace fatality, also copy Jessica.Kurzban@kavokerr.com for Chief Labor & Employment Counsel for Envista</p>
<p>I. <u>Mergers & Acquisitions</u></p> <ul style="list-style-type: none"> • Upon notice (internal or external) of any actual or potential breach of any representation/warranty/covenant in an M&A transaction agreement • Upon notice (internal or external) of any actual or potential breach of any deferred purchase price covenant (e.g., earnout or milestone obligation) in an M&A transaction agreement • Approval is needed from Envista M&A Legal prior to deciding to forego making any claim or to waive any material rights under an M&A transaction agreement 	<p>M&A Lead Counsel Mark.Nance@envistaco.com And, if the topic relates to a Key Executive or Key Associate or employee transfers in an M&A transaction also copy Chief Labor & Employment Counsel Jessica.Kurzban@kavokerr.com</p>

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<p>J. <u>Government Relations</u></p> <ul style="list-style-type: none"> • Government relations activities • Engaging a lobbyist • Commenting on proposed legislation or regulations either directly or through a third party 	<p>Mark.Nance@envistaco.com</p> <p>And, appropriate Envista Corporate Legal functional leader</p>
<p>K. <u>Media Inquiries/Events</u></p> <ul style="list-style-type: none"> • Media and press inquiries (excluding routine trade media contacts) • Do not speak to non-trade media and press or release statements unless you receive prior authorization from an Envista executive officer or Envista's Investor Relations department • Do not speak to investors or Wall Street analysts unless you receive prior authorization from an Envista executive officer or Envista's Investor Relations department 	<p>Corporate Communication Melissa.Morrison@envistaco.com</p> <p>Investor Relations John.Bedford@envistaco.com</p> <p>And, if legal/regulatory matter: Mark.Nance@envistaco.com</p>
<p>L. <u>Insurance Claims</u></p> <ul style="list-style-type: none"> • Read and follow the guidance in the Envista Insurance Manual at: https://Envista.sharepoint.com/insurance/Pages/default.aspx 	
<p>M. <u>Other Matters Requiring Prior Approval</u></p> <p>Prior Envista Legal Approval Required:</p> <ul style="list-style-type: none"> • Requesting assistance from Envista Internal Audit for investigation support • Engaging forensic accounting services for any litigation or investigation matter • Decision to waive outside counsel conflict • Decision to waive privilege or work product protections • Decision to forego material claim against a third party • Hiring outside private investigator • Decision to retain separate defense counsel for an associate • Voluntary disclosure to government authorities (e.g., EPA, OFAC, DOJ) • Initiating contact with law enforcement or referring any matter to law enforcement or government authorities for action 	<p>Mark.Nance@envistaco.com</p>