



FAIR OPPORTUNITY POLICY

INTRODUCTION

This document sets out the Fair Opportunity Policy of ONWARD Medical N.V. and its affiliates, ONWARD Medical SA and ONWARD Medical Inc. It applies to the Company (as defined below) the Board and its Executive Committee, if established, and with due observance to applicable law.

PRINCIPLES AND METRICS

The Company is committed to fostering, valuing and benefiting from fair opportunity principles. At the same time, the Company maintains that selection, recommendation, nomination and appointment decisions are grounded in merit, qualifications, experience and the needs of the role, with the objective of identifying the best-suited candidate.

The Company promotes fair opportunity across the full employment lifecycle, including recruitment, compensation, career progression, leadership representation, working conditions, retention and access to development opportunities.

The Company may establish qualitative or quantitative objectives where appropriate, while maintaining flexibility to reflect organizational size, growth stage and business needs, and local legal requirements. The Company believes that it is important for its workforce to represent a broad range of personal backgrounds, experiences, qualifications, knowledge, abilities and viewpoints in its workforce. The Company will comply with all applicable statutory provisions regarding workplace practices in the countries in which it operates.

To further increase the range of viewpoints, perspectives, talents and experience, the Company strives for a representative workforce regarding age, nationality, different backgrounds and other personal characteristics recognized under applicable law. The Company will consider these attributes when evaluating candidates in the best interests of the Company and its stakeholders.

To ensure effective implementation, the Company will maintain periodic collection and review of workforce related disaggregated data, monitoring and reporting mechanisms, allocation of appropriate responsibilities and resources primarily through its People & Culture function, and driving awareness, training and communication initiatives.

Insights derived from this data may inform appropriate actions and continuous improvement initiatives where relevant gaps or risks are identified. Oversight and reporting of workforce-related data and fair opportunity matters sits with the People & Culture function, with periodic reporting to senior management and, where relevant, the Board.

PERIODIC REVIEW, AMENDMENTS AND DEVIATIONS

This Policy and related workforce and fair opportunity metrics will be reviewed periodically by the Company's management, with updates implemented where appropriate and legally required.



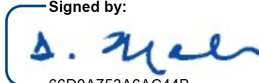
Pursuant to a resolution to that effect, the Board may amend or supplement this policy and allow temporary deviations from this policy, subject to ongoing compliance with applicable law and stock exchange requirements.

DEFINITIONS AND INTERPRETATION

In this policy the following definitions shall apply:

Board	The Company's board of directors.
Company	ONWARD Medical N.V. and its affiliates, ONWARD Medical SA and ONWARD Medical Inc.
Executive Committee	The Company's executive committee, if and when established.

This policy is hereby approved and endorsed, by:

Signed by:

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Dave Marver

CEO

ONWARD Medical