

SI-BONE[®]

Sacropelvic Solutions™

iFuse TORQ.
Inquest System

iFuse 3D.
Inquest System

iFuse Bedrock Granite.
Inquest System

Simple, Safe, Proven

SI-BONE Governance Overview

February 2025

Market Leader in the Sacropelvic Space



Innovation

4 Differentiated Product Families
86 WW Patents



Evidence

4 Randomized Controlled Trials ^{1,2,3}
140+ Peer-reviewed Publications ⁴



Education

4,000+ WW Physicians ^{5,6}
110,000+ Procedures Performed ⁷



Commercialization

82 Territory Managers
300+ CSS and Agents

>\$3B Opportunity | **Breakthrough** Products | **Differentiated** Health Economics | **Scalable** Infrastructure

Note: As of September 30, 2024.

1. Polly DW, et al. Int J Spine Surg. 2016 Aug 23;10:28. [INSITE 2yr]
2. Dengler J, et al. J Bone Joint Surg Am. 2019;101(5):400-11. [IMIA 2yr]
3. SAFFRON and SILVIA are ongoing RCTs.
4. <https://si-bone.com/results>

5. Trained and performed at least one procedure worldwide since inception of the company.
6. Physicians encompasses surgeons and interventionalists.
7. Procedures worldwide with SI-BONE products since inception of the company.

Directors to be Re-Elected in 2025

Director		Committees	Occupation	Other Public Boards
Timothy E. Davis, Jr.		<ul style="list-style-type: none"> • Audit • Chair Comp. 	CEO, TissueTech, Inc.	
Laura A. Francis		<ul style="list-style-type: none"> • None 	CEO, SI-BONE, Inc.	<ul style="list-style-type: none"> • Shockwave Medical, Inc.
Jeryl L. Hilleman		<ul style="list-style-type: none"> • Chair, Audit • N&CG 	Prior CFO, Intersect ENT	<ul style="list-style-type: none"> • Minerva Neurosciences Inc.* • NovoCure Ltd* • HilleVax, Inc.

Directors to be Re-Elected in 2026

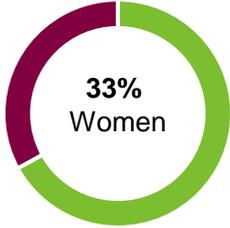
Director		Committees	Occupation	Other Public Boards
Jeffrey W. Dunn		<ul style="list-style-type: none"> • Board Chair 	<p>Prior CEO, SI-BONE, Inc.</p>	
John G. Freund		<ul style="list-style-type: none"> • N&CG 	<p>Founder, Skyline Ventures</p>	<ul style="list-style-type: none"> • Collegium Pharmaceuticals, Inc.* • Sutro Biopharma, Inc.* • Funds affiliated with Capital Group, Inc.
Gregory K. Hinckley		<ul style="list-style-type: none"> • Comp. 	<p>Prior President, Mentor Graphics Corporation</p>	<ul style="list-style-type: none"> • Bio-Rad Laboratories, Inc.

Directors to be Re-Elected in 2027

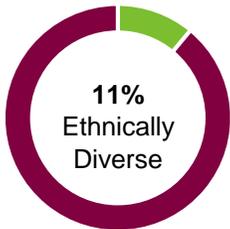
Director		Committees	Occupation	Other Public Boards
Mika Nishimura		<ul style="list-style-type: none"> • Chair, N&CG 	<ul style="list-style-type: none"> • Operational Partner, Gilde Healthcare Partners 	<ul style="list-style-type: none"> • Accuray Incorporated • Hoya Corporation • NEC
Tom West		<ul style="list-style-type: none"> • Comp. 	<ul style="list-style-type: none"> • CEO, Nalu Medical 	
Dan Wolf		<ul style="list-style-type: none"> • Audit 	<ul style="list-style-type: none"> • CEO & Founder, Wolf Rock Capital 	<ul style="list-style-type: none"> • Board of Advisors, Sectoral Asset Management

SI-BONE Board Skills Matrix

	Davis	Dunn	Francis	Freund	Hilleman	Hinckley	Nishimura	West	Wolf
MEDICAL DEVICE INDUSTRY KNOWLEDGE <i>Contributes to a deeper understanding of healthcare trends and technologies and our business strategy, operations, key performance indicators and competitive environment.</i>	●	●	●	●	●		●	●	●
GLOBAL BUSINESS EXPERIENCE <i>Critical to cultivating and sustaining business and regulatory relationships internationally and providing oversight of our multinational operations.</i>	●	●	●	●	●	●	●	●	●
PUBLIC COMPANY CEO / CFO EXPERIENCE <i>Contributes to the Board's understanding of our business strategy; demonstrates leadership ability.</i>		●	●		●	●		●	
RISK MANAGEMENT / LEGAL COMPLIANCE <i>Contributes to the identification, assessment and prioritization of risks facing the Company.</i>	●	●	●		●	●	●		
TECHNOLOGY / CYBER SECURITY <i>Critical to enterprise risk management</i>			●		●				
MERGERS & ACQUISITIONS <i>Critical to assess "build or buy" decisions, analyze the fit of a target with the Company's strategy and culture, accurately value transactions, and evaluate operational integration plans</i>	●	●	●	●	●	●	●	●	●
GENDER / ETHNIC DIVERSITY <i>Representation of gender and/or ethnic diversity that expands the Board's understanding of the needs and viewpoints of our customers, partners, employees, and regulators worldwide.</i>			●		●		●		
REGULATORY AND CLINICAL <i>Medical device domain expertise crucial to improve product development and patient outcomes</i>	●	●					●	●	●



■ Men ■ Women



■ Ethnic Diversity ■ White

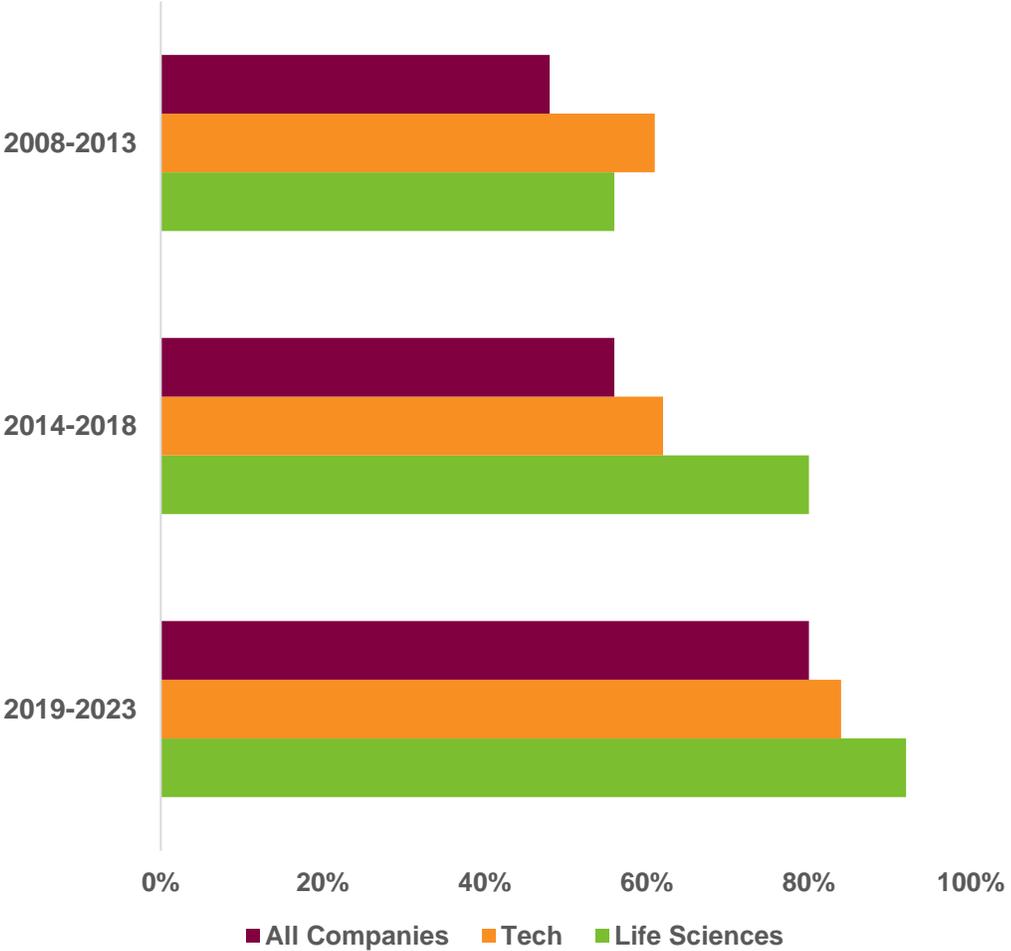


■ 1Y - 3Y ■ 3Y - 5Y ■ 5Y+

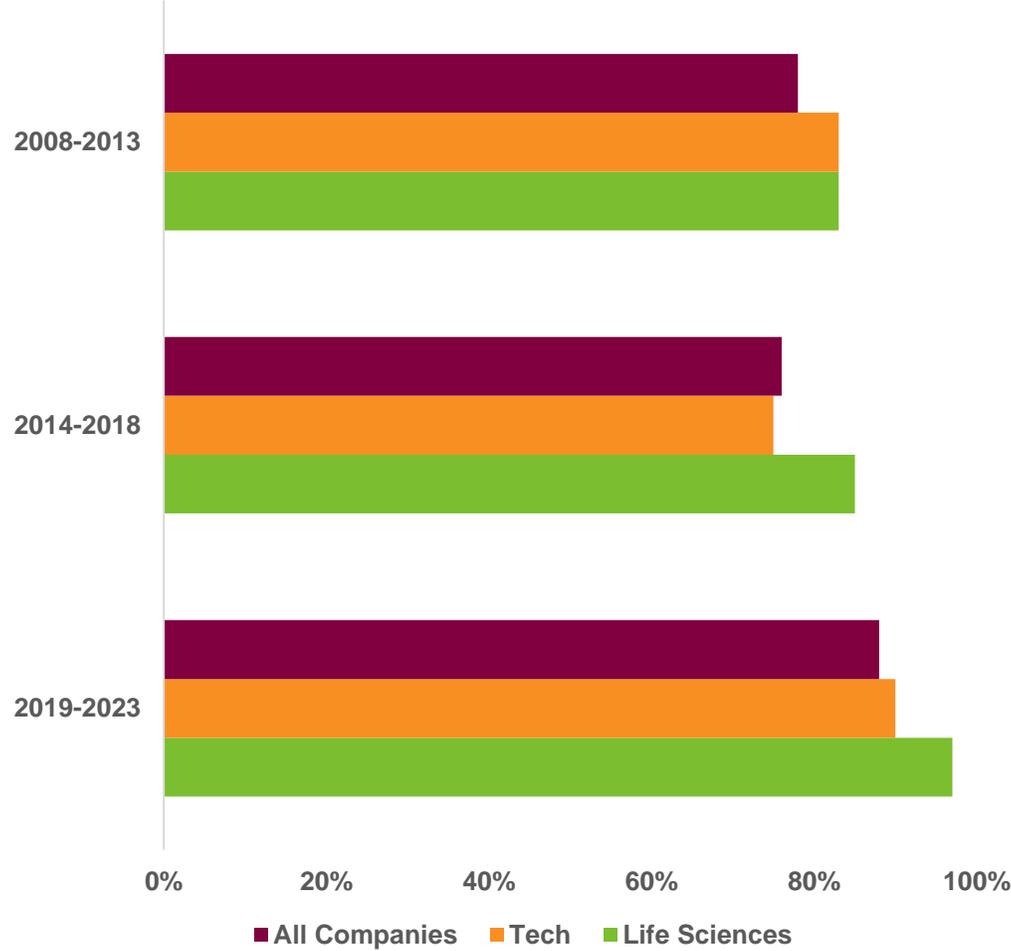
Note: As of most recent Proxy filing. Avg. Board Tenure as of February 1, 2025.

Key Governance Provisions – Comparison by IPO Cohorts

Classified Board



Supermajority Voting

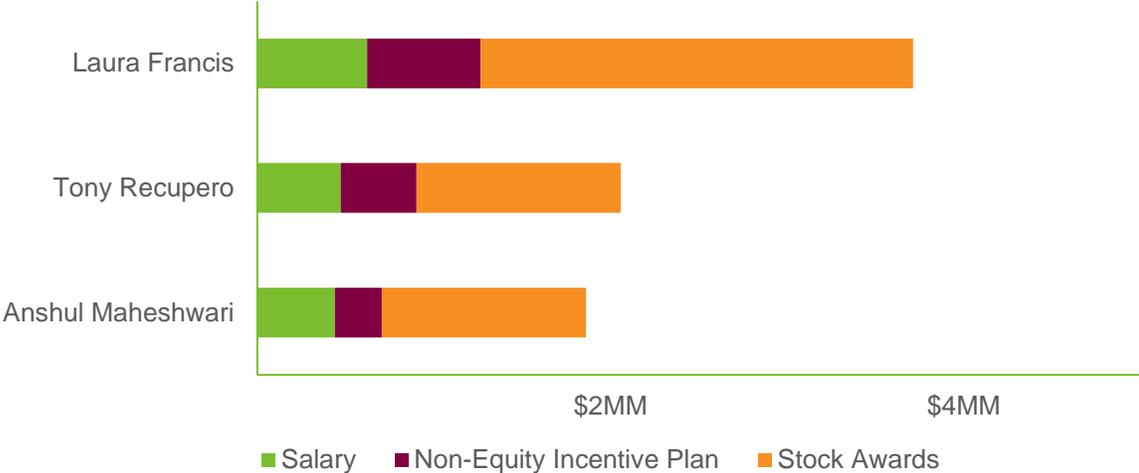


Source: DealPoint Data as of September 18, 2023

Executive Compensation Aligned to Shareholder Value Creation

- ✓ Exec comp heavily weighted toward variable
- ✓ Exec comp tied to performance
- ✓ Required stock ownership for D&O's
- ✗ No excise tax gross-ups upon change of control
- ✗ No pension plans or supplemental executive retirement plans

Composition of Executive Compensation



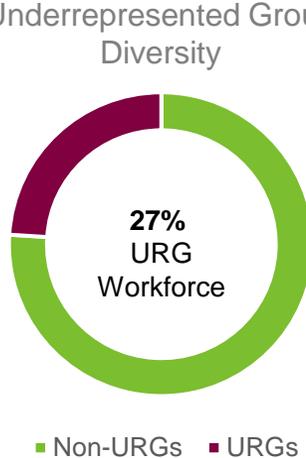
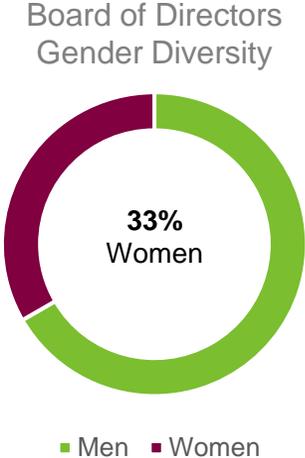
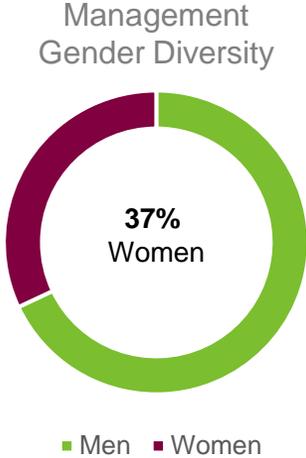
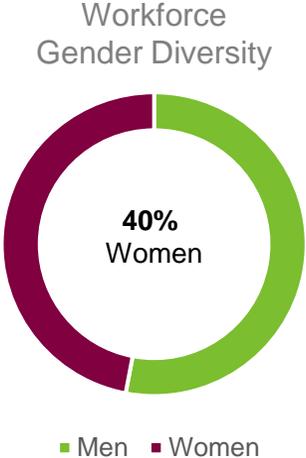
- Migrated all acceleration to double trigger, to align with market
- PSU structure continued for CEO (50%), and President, Commercial Operations and CFO (25%) in 2024
- Added financial metric PSU for CEO (25% of overall equity package) balance of equity is TSR (25%) and 4-year RSU (50%)
- Market standard severance arrangements: 18 months for CEO; 12 months for other executive officers
- Received positive “Say on Pay” recommendations from ISS/Glass Lewis and shareholder support >90% past two years

2023 PEER GROUP

- Alphatec Holdings
- Apyx Medical
- AxoGen
- Cerus
- ConforMIS
- Cutera
- LeMaitre Vascular
- NeuroPace
- OrthoPediatrics
- PulmonX
- SeaSpine Holdings
- ShockWave Medical
- Sight Sciences
- Silk Road Medical
- Treace Medical Concepts
- Zynex

Note: Compensation Components based on 2023 Summary Compensation Table disclosures based on grant date fair value methodology.

Diverse Workforce Driving Best-in-Class Patient Centric Solutions



~11%

R&D as % of Revenue (1)

4

Level I Randomized Trials

140+

Peer Review Papers

0

Safety Related Recalls



MSCI
ESG RATINGS



CCC	B	BB	BBB	A	AA	AAA
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Note: As of December 31, 2024
 1. YTD-3Q24
 2. MSCI ESG Rating as of February 2025.

Pioneering sacropelvic surgical solutions

>110,000
Procedures

>4,000
Surgeons

140+
Publications

Note: As of September 30, 2024