

**SI-BONE**<sup>®</sup>

Sacropelvic Solutions™

iFuse TORQ.  
Inquest System

iFuse 3D.  
Inquest System

iFuse Bedrock Granite.  
Inquest System

Simple, Safe, Proven

# SI-BONE Governance Overview

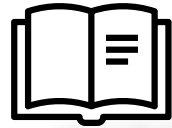
February 2024

# Identifying Unmet Clinical Needs in the Sacropelvic Space



## Innovation

**3** Differentiated Product Families  
**77** WW Patents



## Evidence

**2** Randomized Controlled Trials  
**125+** Peer-reviewed Publications



## Education

**3,600+** WW Surgeons <sup>1</sup>  
**95,000+** Procedures Performed <sup>2</sup>



## Commercialization

**82** Territory Managers  
**150+** CSS and Agents

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

Note: As of January 8, 2024.

1. Trained and performed at least one procedure since inception of the company.

2. Since inception.



# Directors to be Re-Elected in 2024

Director		Committees	Occupation	Other Public Boards
Helen Loh		<ul style="list-style-type: none"> <li>• N&amp;CG</li> </ul>	<ul style="list-style-type: none"> <li>• Managing Director of Digital, Education &amp; Client Marketing, Charles Schwab</li> </ul>	
Mika Nishimura		<ul style="list-style-type: none"> <li>• Comp.</li> </ul>	<ul style="list-style-type: none"> <li>• Operational Partner, Gilde Healthcare Partners</li> </ul>	<ul style="list-style-type: none"> <li>• Accuray Incorporated</li> <li>• Hoya Corporation</li> </ul>
Keith C. Valentine		<ul style="list-style-type: none"> <li>• Chair, N&amp;CG</li> </ul>	<ul style="list-style-type: none"> <li>• Prior CEO, Orthofix Medical Inc.</li> </ul>	

# Directors to be Re-Elected in 2025

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



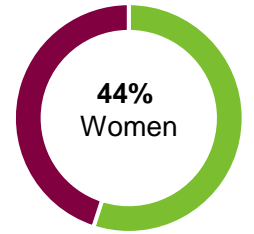
# Directors to be Re-Elected in 2026

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

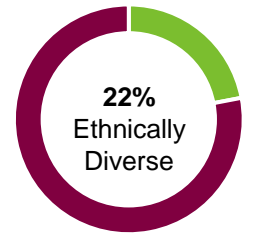


# SI-BONE Board Skills Matrix

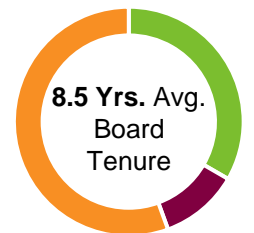
	Davis	Dunn	Francis	Freund	Hilleman	Hinckley	Loh	Nishimura	Valentine
<b>MEDICAL DEVICE INDUSTRY KNOWLEDGE</b> <i>Contributes to a deeper understanding of healthcare trends and technologies and our business strategy, operations, key performance indicators and competitive environment.</i>	●	●	●	●	●			●	●
<b>GLOBAL BUSINESS EXPERIENCE</b> <i>Critical to cultivating and sustaining business and regulatory relationships internationally and providing oversight of our multinational operations.</i>	●	●	●	●	●	●	●	●	●
<b>PUBLIC COMPANY CEO / CFO EXPERIENCE</b> <i>Contributes to the Board's understanding of our business strategy; demonstrates leadership ability.</i>		●	●		●	●			●
<b>RISK MANAGEMENT / LEGAL COMPLIANCE</b> <i>Contributes to the identification, assessment and prioritization of risks facing the Company.</i>	●	●	●		●	●	●	●	●
<b>DIGITAL MARKETING / DTC</b> <i>Critical to developing of strategy, platform and messaging to drive patient / physician awareness and empowerment.</i>							●	●	
<b>TECHNOLOGY / CYBER SECURITY</b> <i>Critical to enterprise risk management</i>			●		●		●		
<b>MERGERS &amp; ACQUISITIONS</b> <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>	●	●	●	●	●	●		●	●
<b>GENDER / ETHNIC DIVERSITY</b> <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>			●		●		●	●	
<b>REGULATORY AND CLINICAL</b> <i>Medical device domain expertise crucial to improve product development and patient outcomes</i>	●	●						●	●



■ Men ■ Women



■ Ethnic Diversity ■ White



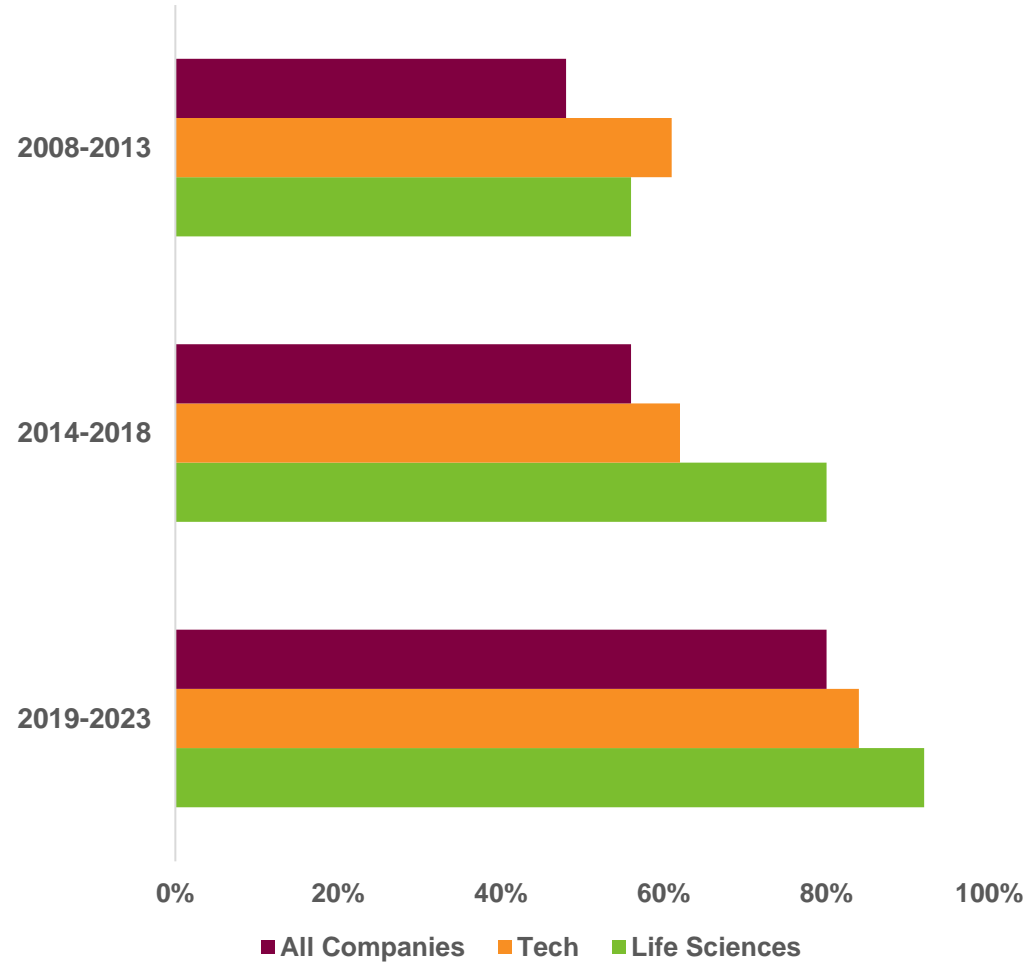
■ 1Y - 3Y ■ 3Y - 5Y ■ 5Y+

Note: As of most recent Proxy filing. Avg. Board Tenure as of December 31, 2023.

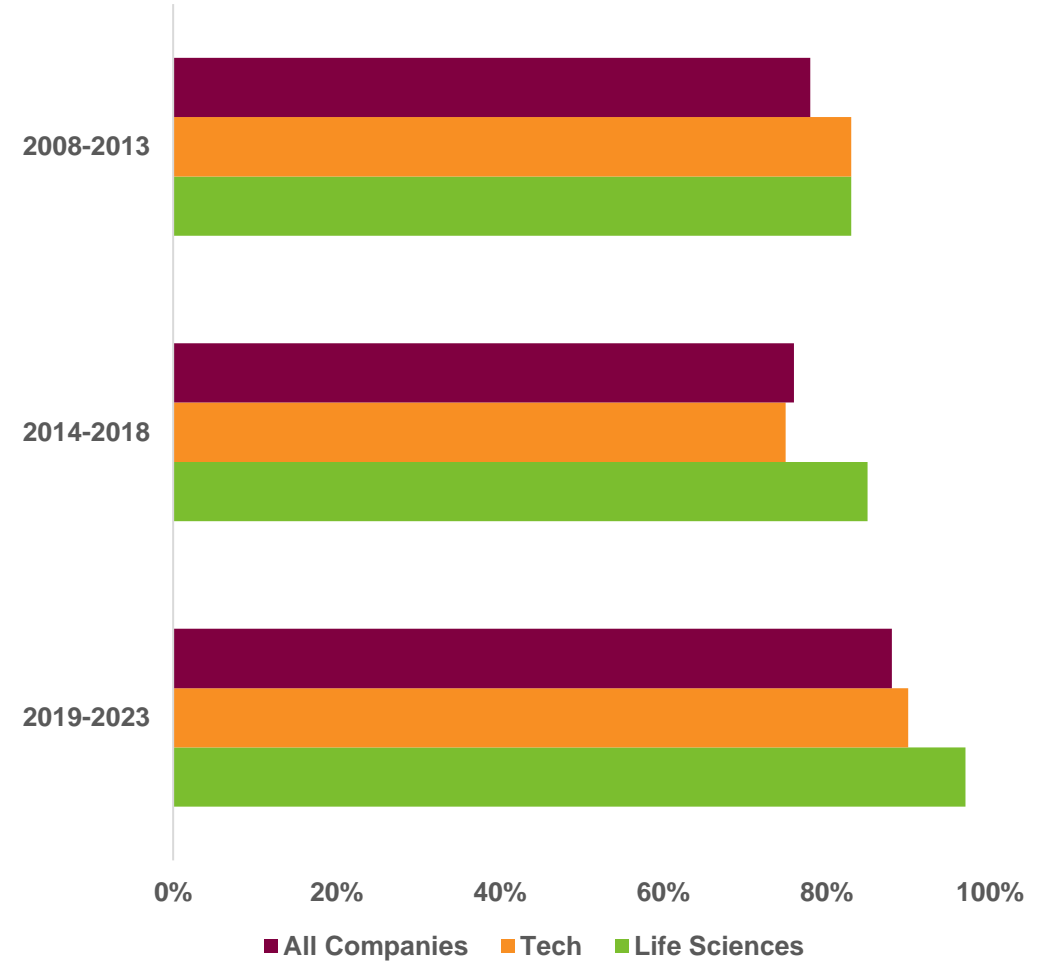


# Key Governance Provisions – Comparison by IPO Cohorts

## Classified Board



## Supermajority Voting



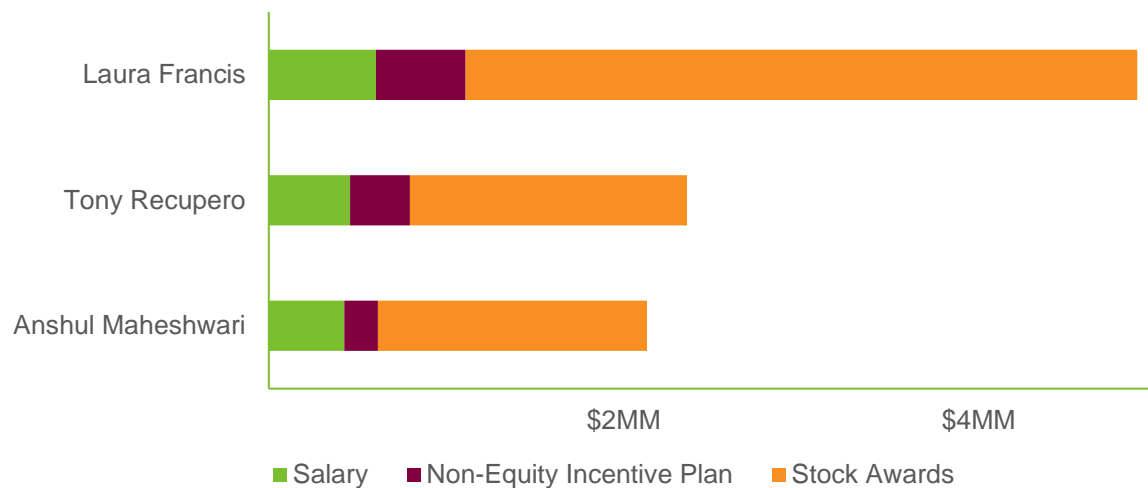
Source: DealPoint Data as of September 18, 2023



# 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 2023
- 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

## 2022 PEER GROUP

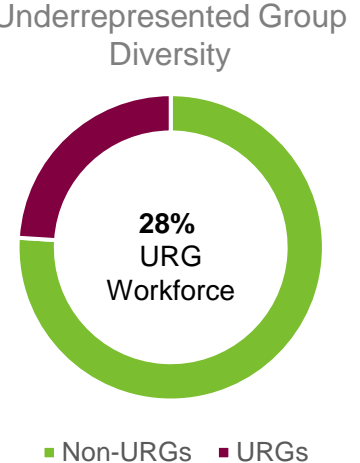
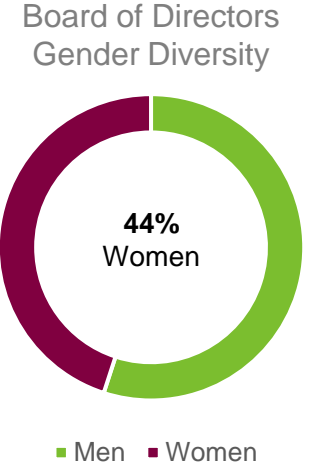
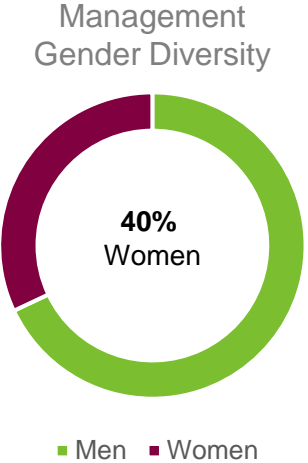
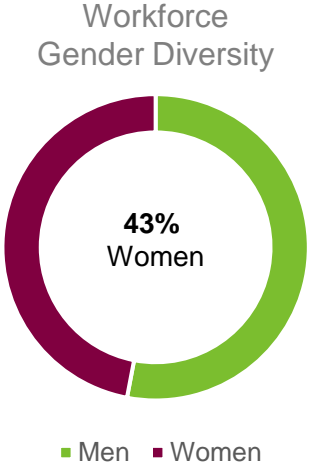
- Alphatec Holdings, Inc.
- Apyx Medical Corporation
- AxoGen, Inc.
- Cerus Corporation
- ConforMIS, Inc.
- Cutera, Inc.
- Eargo, Inc.
- Intersect ENT, Inc.
- LeMaitre Vascular, Inc.
- Misonix, Inc.
- NeuroPace, Inc.
- OrthoPediatrics Corp.
- SeaSpine Holdings Corporation
- ShockWave Medical, Inc.
- ViewRay, Inc.
- Zynex, Inc.

Note: Compensation Components based on 2022 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 <sup>(1)</sup>

2

Level I Randomized Trials

125+

Peer Review Papers

0

Safety Related Recalls



**MSCI**  
ESG RATINGS



CCC	B	BB	BBB	A	<b>AA</b>	AAA
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Note: As of December 31, 2023  
 1. YTD-3Q23  
 2. MSCI ESG Rating as of January 24, 2024.



# Pioneering sacropelvic surgical solutions

**>95,000**  
Procedures

**>3,600**  
Surgeons

**>300M**  
U.S. Covered Lives

Note: As of January 8, 2024