SI-BONE 2023 Sustainability Highlights Report

Letter from the CEO

I am pleased to present our Sustainability Highlights Report for 2023.

At **SI-BONE**, our commitment to sustainability, responsibility, and long-term success is interwoven into our core business strategy. As the CEO of SI-BONE, I believe that our business strategy – providing innovative devices to address unmet clinical needs in sacropelvic conditions – demands we address the interests of our stakeholder groups. Our stakeholders are diverse and include our employees, patients, physicians, investors and the broader community. Through this report, we illustrate ways in which we create value for our stakeholders by embracing environmental, social, and governance principles.

Innovation and Access: With four differentiated product families, we innovate and develop products that address key clinical needs, and we work hard to enable patient access to our products. In 2023, we launched closed head iFuse Bedrock Granite® and received clearance for iFuse TORQ® in a posterolateral or lateral trajectory. Over 1,600 physicians performed more than 15,000 procedures in the U.S. in 2023.

Quality Assurance and Clinical Evidence: Our commitment to delivering safe and high-quality products remains paramount. We maintain robust quality assurance processes to ensure that our products meet high standards of safety and efficacy, safeguarding the well-being of patients. In our clinical trials program, in addition to four completed clinical studies, four additional studies investigating iFuse 3D™ and iFuse TORQ® are ongoing.

Governance and Value Creation: Strong governance practices and transparent communication are fundamental to our approach. Our board of directors provides rigorous oversight, working closely with management to create and retain value for our shareholders while upholding ethical business practices and fostering long-term sustainability.

Employee Engagement and Collaboration: We recognize the importance of engaging with our diverse body of employees and fostering collaborative relationships. We strive to create an inclusive work environment and to enhance trust and transparency.

As we look to the future, we remain steadfast in our commitment to sustainability and the well-being of all our stakeholders. Our journey towards a more sustainable and inclusive future is ongoing, and we are dedicated to continually improving our practices and making meaningful contributions to society.

I extend my sincere gratitude to our shareholders, employees, physicians, patients, and communities for their continued support and partnership on this journey.

Sincerely,

Laura Francis

Chief Executive Officer
SI-BONE, Inc.

SI-BONE

ABOUT SI-BONE

We offer medical devices that address musculoskeletal disorders affecting the sacropelvic anatomy. We have developed innovative minimally invasive surgical implant systems to tackle sacroiliac joint dysfunction and address unmet clinical needs in pelvic fixation and pelvic fracture management. Our innovative range of products includes patented titanium implants, associated surgical instruments, and implantable allograft products. Our product portfolio includes iFuse/iFuse 3D™, iFuse TORQ®, iFuse Bedrock Granite® and iFuse INTRA™.

SUSTAINABILITY AT SI-BONE

About this Report

Our commitment to sustainability permeates every aspect of our operations. Rooted in our unwavering dedication to quality and innovation, our approach to sustainability encompasses many of our actions and choices. From fostering a diverse and inclusive workplace, to expanding access to healthcare through education and partnerships, we recognize the interconnectedness of our actions with the social, economic, and environmental well-being of those we serve.

SI-BONE has aligned our sustainability reporting with internationally recognized standards and best practices for corporate sustainability reporting. This report is prepared in accordance with the Sustainable Accounting Standards Board (SASB) Medical Equipment & Supplies Standards.

The activities and data contained in this report cover the period from January 1, 2023 through December 31, 2023.

Oversight and Compliance

Our Sustainability efforts are overseen by the Board of Directors through the Nominating and Corporate Governance Committee. Operationally, our cross-functional Sustainability Steering Committee advises the Company on applicable environmental, corporate social responsibility, human capital, corporate governance, sustainability, and related policy matters. The Steering Committee is also responsible for establishing our sustainability framework and reporting on our efforts.

SI-BONE is committed to acting ethically in serving our stakeholders, and in complying with all applicable laws in countries where we operate. All employees, officers and directors are held accountable to key ethics and compliance policies, including:

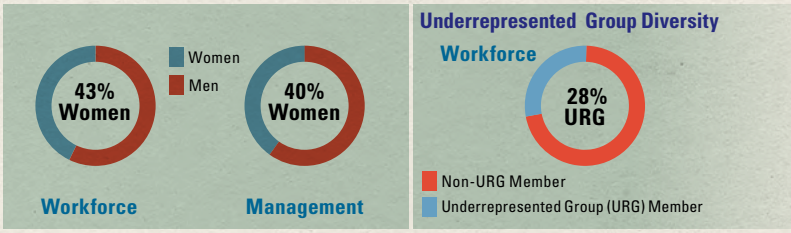
- Code of Business Conduct and Ethics
- Insider Trading Policy
- Anti-corruption Policy
- HCP Interactions Policy
- Whistleblower Policy

All employees are required to train annually on these and a number of other relevant policies.

It is important that our employees feel comfortable reporting any suspected ethics or compliance violations without fear of retaliation. In conjunction with our Whistleblower Policy, we have a whistleblower hotline in place to allow for anonymous reporting. This hotline is available both internally and externally on our website for anyone to report policy violations or any concerns they may have.

Our compliance commitments are monitored by SI-BONE's Compliance Committee, which provides oversight and governance for the Company's compliance functions. The committee meets quarterly to ensure adherence to our compliance commitments and regularly reports to the Board's Nominating and Corporate Governance Committee.

US Workforce Diversity (as of 12/31/2023)



Celebrating People and Culture

Diversity and inclusion are key values of SI-BONE. We believe that diversity and inclusion advance the Company's mission and operational success by providing diverse perspectives and by aligning our actions with the values of our employees and stakeholders. We are committed to a workplace culture that values and promotes diversity, inclusion, equal employment opportunities, and a work environment free of harassment and hostility. To further our commitment, we focus on: **(1)** talent acquisition, **(2)** creating inclusive environment, and **(3)** providing fair compensation. We report annually to the Nominating & Corporate Governance Board Committee on employment diversity metrics.

SI-BONE's commitment to equal employment opportunity for all applicants and employees is captured in our Equal Employment Opportunity and Affirmative Action Policy, which prohibits discrimination on the basis of any protected status in all aspects of employment and recruitment. Employment decisions are made based on merit, qualifications, and abilities.

We strive to create a work environment that reflects our shared values and mission. Our employees may participate in a women's affinity group, a mentorship program, or our cultural advisory board focused on enhancing the culture at SI-BONE.

At SI-BONE, we strive to increase employees' engagement with their work. To better understand the needs of our employees, we conduct regular anonymous employee engagement surveys. In 2023, we conducted three employee surveys to monitor and respond to employee sentiment.

All U.S. corporate employees with greater than 90 days' tenure are included in annual performance and career development reviews. Our field employees engage in quarterly field visits with their managers and receive field visit letters. During the reviews and throughout the year, employees have the opportunity to discuss career goals and action plans with their manager.

A CULTURE OF QUALITY

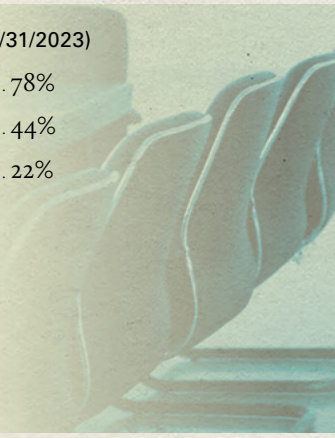
Board Governance

Our commitment to quality, ethics, and compliance starts at the top, with our Board of Directors. Our directors bring experience and expertise to the oversight and strategic direction of SI-BONE.

- Oversight of diversity, equity, and inclusion philosophy and programming.
- Oversight of compliance functions with quarterly metrics reporting.
- Annual Enterprise Risk Management process overseen by Board with quarterly updates from management.
- Annual board and committee self-evaluations.

Board Demographics (as of 12/31/2023)

Independent	78%
Female	44%
Racial/Ethnic Diversity	22%



Supply & Distribution Chain

We maintain a Supplier Code of Conduct that obligates suppliers to adhere to a number of foundational requirements, such as prohibition on forced labor, child labor, and discrimination based on protected characteristics. The Code requires that suppliers comply with applicable laws, conduct their business fairly and ethically, and avoid creating conflicts of interest with SI-BONE.

We screen all third-party distributors and agents globally upon onboarding and regularly monitor them for potential risks.

Quality

SI-BONE's U.S. and EU headquarters are ISO 13485 certified via third party audit. In 2023, our notified body audited our U.S. facilities. SI-BONE successfully passed the audit, which covered CAPA, design controls, and management controls, including complaints and recalls.

Business Continuity

SI-BONE maintains a business continuity plan that addresses risks of disruption to our operations and product supply chains. This Business Continuity Assessment (BCA) is designed to minimize the effects caused by potential business disruptions caused by supply chain issues, cybersecurity, pandemics, and other related risks.

Environmental

We strive to operate in a way that respects our environment. We contract with third parties to manufacture our products so our direct environmental footprint is relatively small. But we seek avenues to demonstrate our commitment to sustainable growth. For example, our Supplier Code of Conduct requires our suppliers to comply with environmental laws and encourages the conservation of natural resources and the reduction of hazardous material usage. In our operations, we prioritize reusing and recycling implants and instruments whenever feasible, along with recycling the bulk of supplier packaging materials. We are seeking ways to enhance our environmental impact through strategic partnerships and internal programs.

EXPANDING ACCESS TO OUR MEDICAL PRODUCTS

Payor Engagement & Education

We engage with 100+ payors, including commercial insurers and governmental payors, to educate on sacroiliac joint dysfunction and the iFuse procedures. We also work with health plans and their medical directors on alignment of policies for SI joint patients.

Patient Reimbursement Support & Advocacy

In 2023 SI-BONE's insurance experts in the Patient Insurance Coverage Support (PICS) program worked with over 1,300 patients to support their case needs by working with their health plans to gain access to treatment with iFuse. Since the inception of PICS in 2016, we have been able to support over 6,800 patients across the U.S. with their requests and appeals to their insurance companies. In 2023, we supported over 570 patient approvals for SI joint fusion surgery throughout the U.S.

NTAP

Our iFuse Bedrock Granite Implant System was awarded New Technology Add-on Payment (NTAP) by Centers for Medicare and Medicaid Services (CMS). The NTAP program is designed to bring innovative products to Medicare patients and enables additional Medicare fee-for-service payment to hospitals above the standard Medicare payment amount.

Facility Contracting & Support

We contract with hospitals and healthcare facilities to ensure our products are internally approved and available for purchase. We support healthcare facilities, ASCs, surgical hospitals and clinics through patient and facility education, onboarding assistance, co-marketing programs, and digital resources.

Healthcare Professional Training & Education

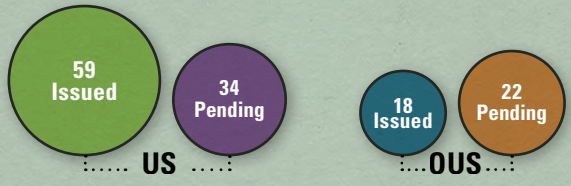
Our healthcare professional training focuses on the diagnosis of sacroiliac joint dysfunction as well as on our treatment options. As of December 31, 2023, in the United States, more than 2,700 physicians have been trained on iFuse and have treated at least one patient using iFuse.

Warranty

We provide a warranty program for our lateral products in which we share the risk of poor outcomes and revision surgery with our customers. The warranty provides a purchaser a one-time replacement of any iFuse implant at no additional cost for a revision procedure within one-year of the original procedure.

Innovation

PATENTS:



CLINICAL TRIALS:

MRCT = Multicenter Randomized Controlled Trial **PMSA =** Prospective, Multicenter Single-Arm

ACADEMIC PAPERS: More than 125 published papers

SASB METRICS

SASB METRIC	RESPONSE
AFFORDABILITY AND PRICING	
Ratio of weighted average rate of net price increases (for all products) to the annual increase in the U.S. Consumer Price Index **— HC-MS-240a.1**	~1% 4Q Procedure ASP increase vs. CPI of 3.4%
Description of how price information for each product is disclosed to customers or to their agents **— HC-MS-240a.2**	Our pricing takes into account local market and healthcare system dynamics, including the economic value that our products generate for the healthcare system. Pricing is negotiated with entities, and is determined by factors such as geography, volume, reimbursement levels, health system and group purchasing organization affiliations, and purchasing commitments. Several hospitals and health systems across the nation have category pricing maximums which we abide by to ensure the physicians and the patients have access to our products.
PRODUCT SAFETY	
Number of recalls issued, total units recalled	SI-BONE reports all recalls involving a risk to health to the FDA. This information is available here. SI-BONE had no FDA-reportable recalls in 2023.
List of products listed in the FDA's MedWatch Safety Alerts for Human Medical Products database **— HC-MS-250a.2**	SI-BONE's medical products are subject to FDA's MedWatch Safety Alerts, and none of SI-BONE's products were so listed.
Number of fatalities related to products as reported in the FDA Manufacturer and User Facility Device Experience **— HC-MS-250a.3**	SI-BONE reports all necessary data as required by the FDA. This information is available here. No fatalities related to our products were reported in 2023.
Number of FDA enforcement actions taken in response to violations of current Good Manufacturing Practices (cGMP), by type **— HC-MS-250a.4**	None.
ETHICAL MARKETING	
Total amount of monetary losses as a result of legal proceedings associated with false marketing claims **— HC-MS-270a.1**	None.
Description of code of ethics governing promotion of off-label use of products **— HC-MS-270a.2**	SI-BONE maintains a Marketing Review policy that requires claims to be "on label" per cleared indications and be truthful, not misleading and substantiated. All promotional material is reviewed by appropriate reviewers prior to distribution.
PRODUCT DESIGN AND LIFECYCLE MANAGEMENT	
Discussion of process to assess and manage environmental and human health considerations associated with chemicals in products, and meet demand for sustainable products **— HC-MS-410a.1**	SI-BONE maintains a thorough biocompatibility assessment of all materials used in our products. All chemical processes such as passivation and cleaning are validated to ensure to that they are repeatable. During production, endotoxins, that typically arise from water-based cleaning methods, and bioburden, that typically arise from handling and processes, are monitored on a regular basis.
Total amount of products accepted for takeback and reused, recycled, or donated, broken down by: (1) devices and equipment and (2) supplies **— HC-MS-410a.2**	In 2023, we accepted 13,754 unused implants returned by our sales representatives of which we were able to re-release 13,173 after passing inspection. We accepted 5,387 instruments returned by our sales representatives, of which we released 4,565 back into the field. We sent 822 offsite for scrapped instrument processing.

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SASB METRICS (continued)

SASB METRIC	RESPONSE
SUPPLY CHAIN MANAGEMENT	
Percentage of (1) entity's facilities and (2) Tier I suppliers' facilities participating in third-party audit programs for manufacturing and product quality **— HC-MS-430a.1**	SI-BONE's U.S. and EU headquarters are ISO 13485 certified via third party audit. All SI-BONE suppliers are evaluated, and critical suppliers are subject to higher standards. Out of 108 "high" or "critical" suppliers on SI-BONE's Approved Supplier List, 83 have current ISO 13485 certification. The remainder have other certifications or controls in place to ensure they meet our requirements for quality products and services.
Description of efforts to maintain traceability within the distribution chain **— HC-MS-430a.2**	Suppliers must include documentation with each shipment of materials designed to ensure traceability. During the warehousing and distribution of our direct materials and finished devices, all movement is captured with unique part and lot combinations and maintained in our ERP system which is used to track the materials throughout the distribution chain, from warehousing, to distribution as field inventory to our sales team, to ultimate sale to end customers.
Description of the management of risks associated with the use of critical materials **— HC-MS-430a.3**	SI-BONE's Quality Management System (QMS) applies a risk-based approach to quality objectives which we establish for product, process, and quality systems. Our QMS complies with ISO 13485:2016, 21 CFR 820 Quality System Regulation, MDR 2017/745 Regulation (EU) of the European Parliament Data, and other U.S. and international laws. Quality data is reviewed at management review meetings to ensure compliance with our Quality Policy, established specifications, and customer expectations.
BUSINESS ETHICS	
Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption **— HC-MS-510a.1**	None.
Description of code of ethics governing interactions with health care professionals **— HC-MS-510a.2**	Our Healthcare Professionals Interactions Policy requires that under no circumstance may a company representative engage in any conduct that unlawfully induces (or appears to unlawfully induce) anyone to refer patients or to purchase, lease, recommend, use, or arrange for the purchase, lease, or use of, Company products.
ACTIVITY METRIC	
Number of units sold by product category **— HC-MS-000.A**	Over 15,000 procedures performed in U.S. in 2023. Number of units per procedure varies.

Forward Looking Statements

In addition to historical information, this report contains forward-looking statements reflecting SI-BONE, Inc.'s ("we", "us", "SI-BONE", or the "Company") current beliefs and expectations of management made pursuant to the safe harbor provisions of the Private Securities Litigation Reform Act of 1995, including statements regarding current and future compliance initiatives, and expected environmental, social and governance policies and practices. These forward-looking statements are based upon information that is currently available to us or our current expectations, speak only as of the date hereof and are subject to numerous risks and uncertainties. These risks, uncertainties and other factors are described in greater detail in our periodic reports filed with the SEC, including current reports on Form 8-K, quarterly reports on Form 10-Q and annual reports on Form 10-K. These risks, uncertainties and other factors could cause actual results to differ materially from those referred to in the forward-looking statements. All statements other than statements of historical fact are statements that could be deemed forward-looking statements. The reader is cautioned not to rely on these forward-looking statements. All forward-looking statements are based on information currently available to SI-BONE and SI-BONE assumes no obligation to update any such forward-looking statements.

Materiality

The term "materiality" as used in the context of this report is different than the definition used in the context of our filings with the U.S. Securities and Exchange Commission (SEC). Issues deemed material for our sustainability strategies and for this report may not be considered material for SEC reporting purposes.

SI-BONE®

Sacropelvic Solutions™

Contact

SI-BONE, Inc.

471 El Camino Real, Suite 101

Santa Clara, CA 95050

USA

Phone:
+1 (408) 207.0700

Email:
info@SI-BONE.com

si-bone.com