SI-BONE Sustainability Report

Harnessing Science for a Sustainable Future

SI-BONE®

si-bone.com

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.

Report Period

The activities and data contained in this report cover the period from January 1, 2021 through December 31, 2021.

This report was published on May 26, 2022

Contents

CEO Message

Welcome to SI-BONE's first public report on our sustainability efforts. As a company founded to improve the human condition and alleviate pain and disability, reporting on our efforts to be a responsible, ethical, and more sustainable company is a natural step in our journey.

We founded SI-BONE in 2008 to pioneer innovative solutions for musculoskeletal disorders of the sacropelvic anatomy. In 2009, we introduced the iFuse Implant System for minimally invasive surgery of the sacroiliac (SI) joint, a source of pain in 15% to 30% of chronic low back pain. Since then, over 2,600 surgeons have performed a combined total of over 65,000 SI joint fusion procedures with iFuse. This singular focus on delivering relief and quality care to the hundreds of thousands of patients around the world who annually develop SI joint dysfunction and degeneration is what motivates us every day.

2021 was another unprecedented year as the global pandemic continued to impact us all. Many patients had to postpone care due to challenges with healthcare facilities and staffing caused by COVID-19. Throughout the year, SI-BONE focused on supporting our employees, patients, healthcare providers, and shareholders.

We concentrated on our core competencies:

- **Commitment to scientific evidence**
  - **100+ peer reviewed published papers**
- **Enhancing patient access to healthcare**
  - **Nearly universal U.S. patient coverage**
- **Support of our team**
  - **2021 Top Workplace and Best-Led Companies list**
- **Operational excellence**
  - **Small environmental footprint**

But beyond this focus, we have additional responsibility to our stakeholders to operate our business in a manner consistent with our commitment to alleviating pain and disability.

This means that we need to have governance processes in place that reflect best practice among publicly traded companies, deploy compensation programs that attract and retain talent in a competitive market while rewarding our employees in accordance with corporate performance, and understand and mitigate our impacts on the planet.

We are an innovative, rapidly growing company with considerable reputation. This makes it even more important for us to have programs and policies in place regarding our sustainability performance that can grow with us in the coming years.

This report is aligned with the framework established by the Sustainability Accounting Standards Board (SASB) for the Medical Equipment and Supplies sector. The disclosures we provide here, plus a few others, are key performance indicators for our sustainability performance. We are committing to regular updates to this data, while also recognizing that we may need to include other data points in the future if they become relevant.

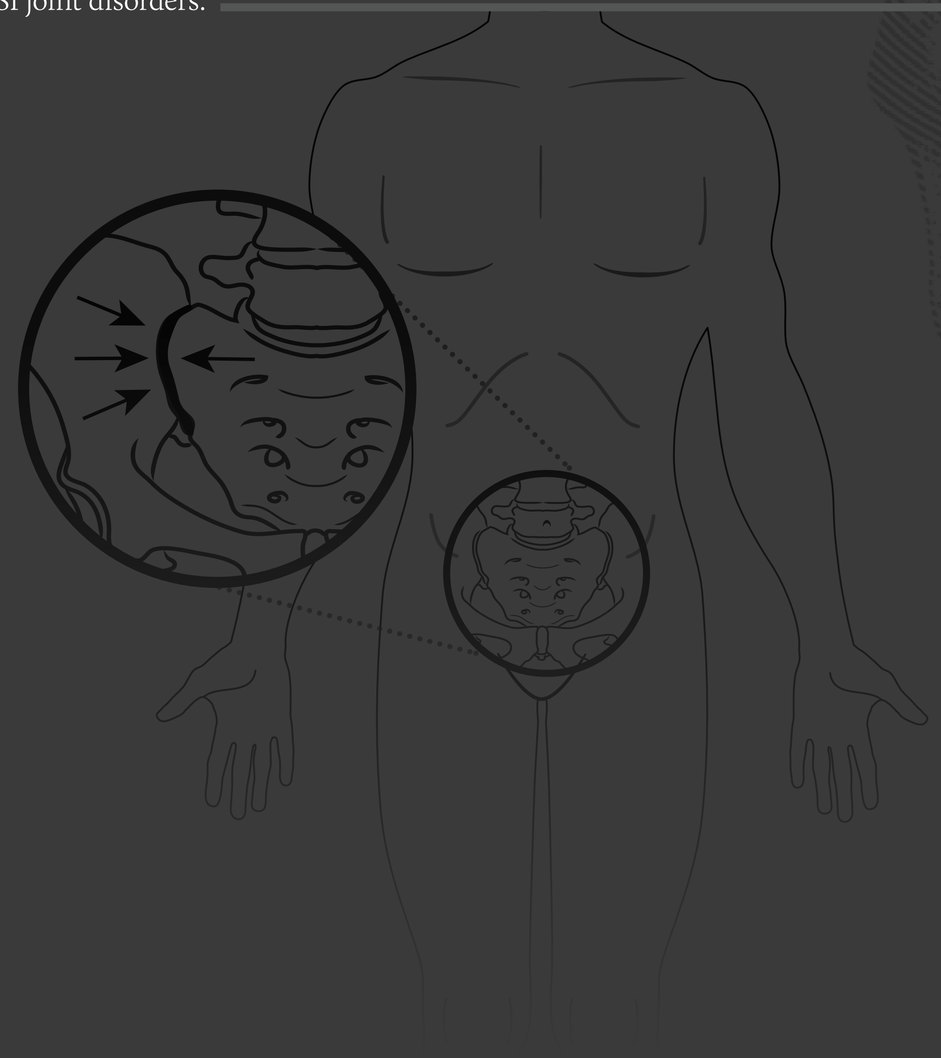
Thank you for joining us on our journey. We welcome and look forward to your feedback.

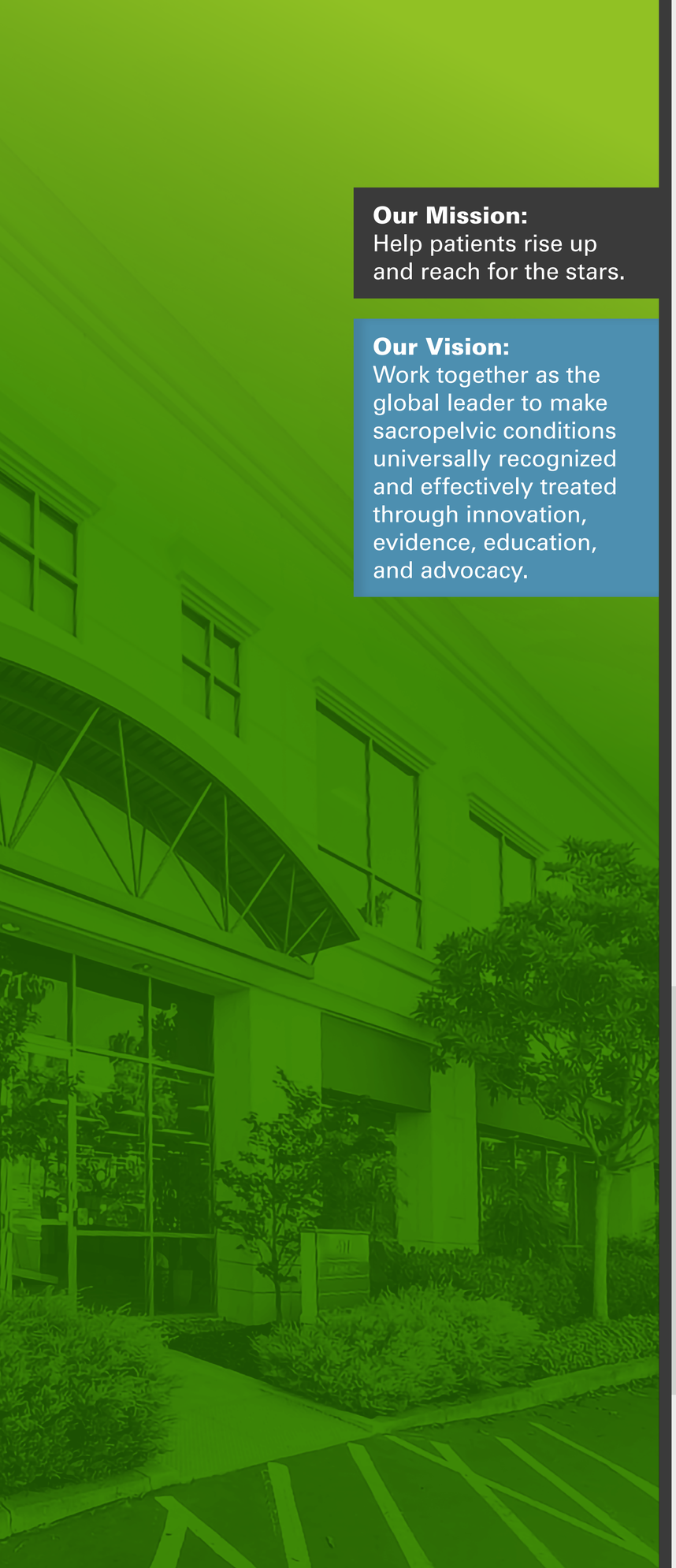
Laura Francis

Chief Executive Officer
SI-BONE, Inc.

OUR COMPANY

SI-BONE is advancing the diagnostic understanding of the SI joint and minimally invasive surgery for certain causes of SI joint disorders.





Our Mission:
Help patients rise up and reach for the stars.

Our Vision:
Work together as the global leader to make sacropelvic conditions universally recognized and effectively treated through innovation, evidence, education, and advocacy.

Meet SI-BONE

Founded in April 2008, SI-BONE's mission is to help patients rise up and reach for the stars.

Our 350+ employees are united by a shared vision, working to help patients in one of the most under-served, under-diagnosed, and under-treated areas in orthopedics: the SI joint.

The SI joint links the iliac bone (pelvis) to the sacrum (lowest part of the spine above the tailbone) and can cause debilitating pain. Clinical studies show that 15-30%[1] of all chronic lower back pain is associated with the SI joint.

A patient's journey to find a lasting solution for SI joint pain can be long. As the global leader, our vision is to make sacropelvic conditions universally recognized and effectively treated through innovation, evidence, education, and advocacy.

SI-BONE is a global organization with offices across the United States and Europe. At the end of 2021, we employed 350+ people globally.

2021 Highlights

11,000
Procedures Performed

18%
Active Surgeon Growth

1,000
Surgeons Who Performed a Procedure

150
Dedicated Sales Representatives

1. Bernard – *Clin Orthop Relat Res* 1987; Schwarzer – *Spine* 1995; Maigne – *Spine* 1996; Irwin – *Am J Phys Med Rehabil* 2007; Sembrano – *Spine* 2009

Our Products

We believe the medical products we create can help transform the lives of patients. SI joint pain sufferers around the world have found lasting relief with SI-BONE's iFuse Implant System®. The iFuse implant, available since 2009, is a unique, patented triangular-shaped titanium implant designed to stabilize and fuse the SI joint. We introduced our second-generation implant, iFuse-3D™, in 2017. iFuse-3D combines the unique, triangular design of the iFuse implant with a proprietary 3D-printed porous surface that closely resembles cancellous bone and a fenestrated design to allow bony ingrowth, ongrowth, and through growth for long-term fusion.

The iFuse Implant System provides a less invasive alternative to traditional open SI joint fusion surgery. Multiple prospective clinical trials which have followed the experiences of hundreds of patients demonstrate that SI joint fusion with the iFuse Implant System improves patient pain, patient function, and quality of life.[2] Two of these trials are Level I randomized controlled trials, comparing the treatment of SI joint dysfunction with iFuse versus non-surgical management.

Peer-reviewed publications of 2-year follow-up demonstrate the superiority of iFuse and the rapid and sustained clinically-important patient improvement.[3]

Several other instruments, implants, and accessories to be used with the iFuse Implant System are also available. They include iFuse implant removal system and revision implants, iFuse Neuromonitoring Kit to help identify spinal nerve roots during an iFuse procedure, iFuse-Navigation instruments, and iFuse Mazor Pins. The iFuse-Navigation Instruments are designed for use with the Medtronic® O-arm Imaging System and StealthStation® Navigation System, and the iFuse Mazor Pins are to be used with Mazor® Renaissance or Mazor X® Robotic Guidance Systems.

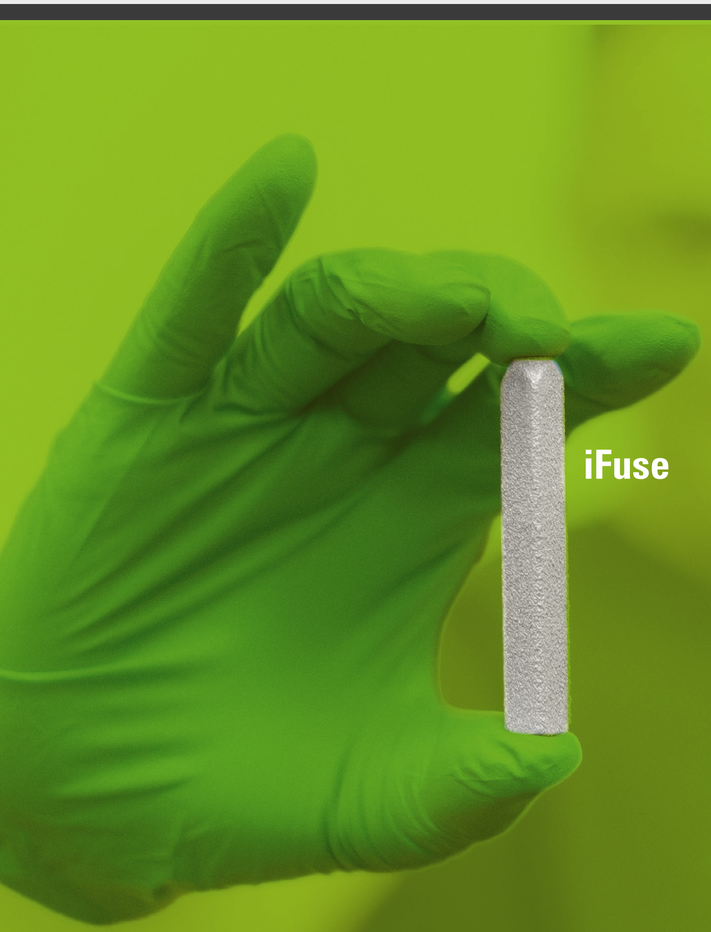
To date, 65,000+ minimally invasive surgical SI joint fusions have been performed with our solutions by 2,600+ surgeons worldwide.

Benefits of the iFuse Implant System

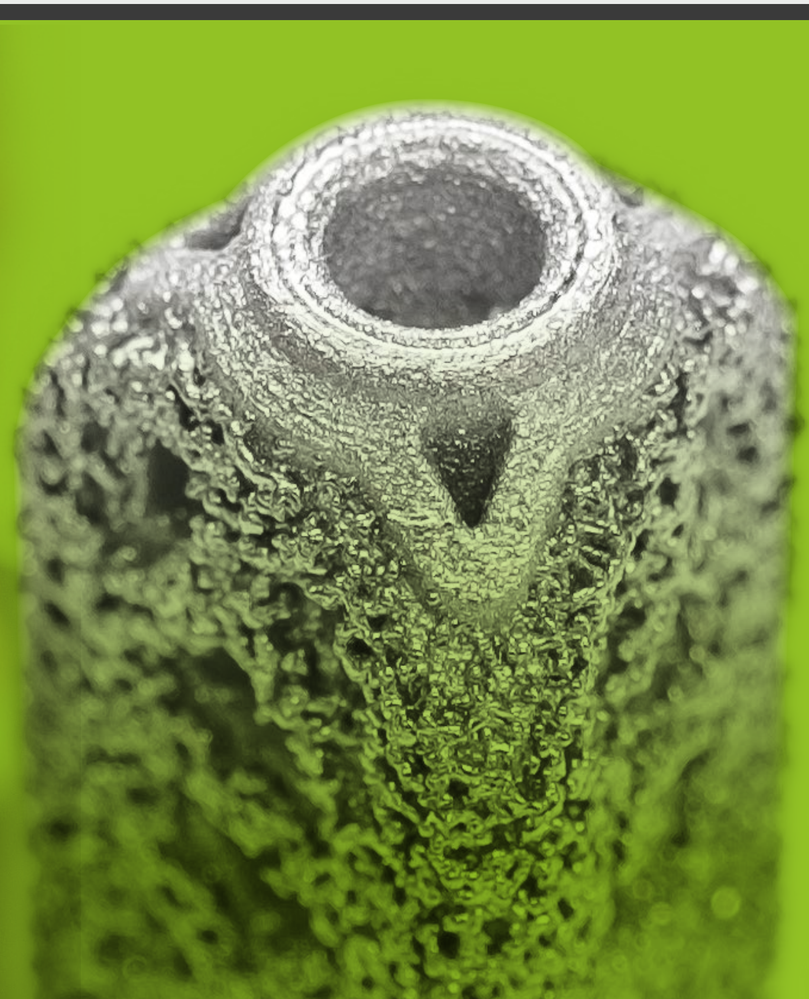
Minimally invasive SI joint surgery is the current medical standard of care for SI joint fusion to relieve SI joint pain.

- Titanium construction designed specifically to stabilize and fuse the SI joint
- Patented triangular shape minimizes rotation
- Porous titanium surface allows for bony ongrowth/ingrowth (and through growth with iFuse-3D)
- Proven safety and effectiveness –See iFuse Clinical Trials

2. IINSITE 2yr (Polly - *Int J Spine Surg* 2016); iMIA 2yr (Dengler - *J Bone Joint Surg Am* 2019); SIFI 2yr (Duhon - *Int J Spine Surg* 2016); LOIS 5yr (Whang - *Med Devices Evid Res* 2019)
3. INSITE 2yr (Polly - Int J *Spine Surg* 2016); iMIA 2yr (Dengler - *J Bone Joint Surg Am* 2019)Andrada Pereira, Bernardo de, Piyanat



iFuse



iFuse-3D™

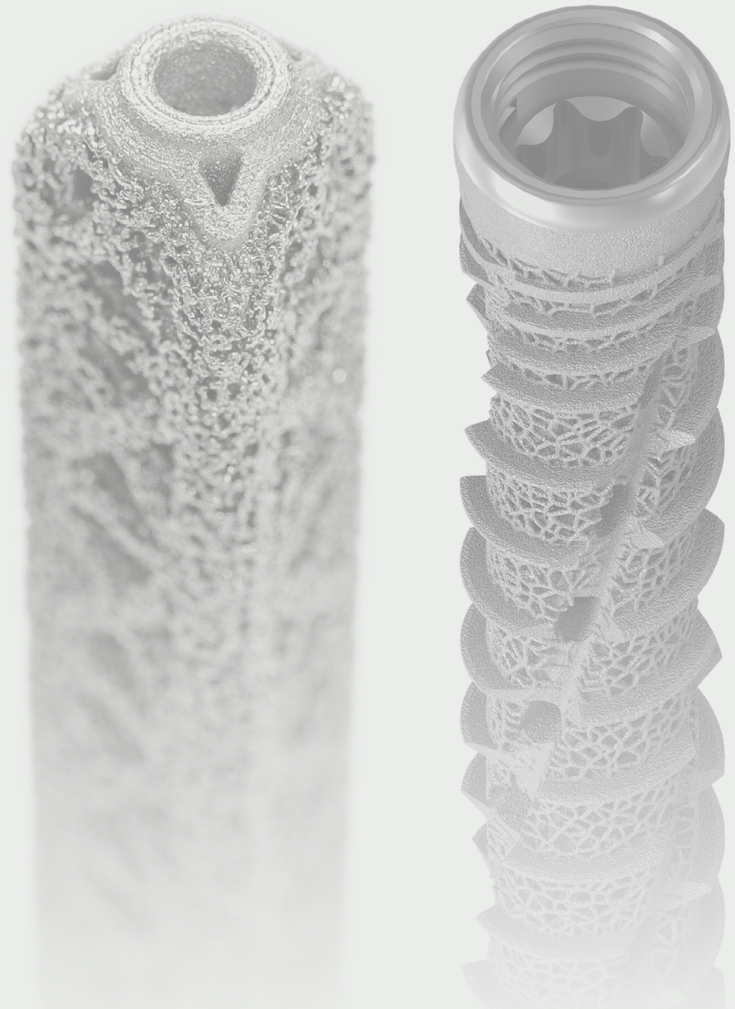
iFuse Bedrock®

Our Products

In April 2019, SI-BONE announced FDA clearance of our iFuse Bedrock® technique for use in fusion of the SI joint during long construct procedures.

iFuse Bedrock technique is designed to immobilize and stabilize the SI joint and provide better foundation for long spinal constructs that include sacropelvic fixation. Stabilization of the SI joint is a well understood clinical need in spinal deformity patients who undergo long fusions to the sacrum.

In April 2021, SI-BONE expanded its innovative sacropelvic treatment offerings with the launch of *iFuse-TORQ®*, a 3D-printed threaded implant. In comparison to standard screws for SI joint fusion, *iFuse-TORQ* is designed to increase functional surface area, bone harvesting, and rotational resistance. This revolutionary system allows surgeons to perform pelvic fracture fixation and SI joint fusion using a single device.



2,600+

Treating Surgeons

65,000+

Procedures Performed

100+

iFuse Publications

Educational engagement with the healthcare community

Samir Aziz

Regional Sales Manager, U.K. South

"We're not just here for the endgame of selling product."

For Samir, supporting a surgeon performing an iFuse implant surgery is a real privilege. It is also the moment when his efforts culminate in a product sale. Given this, one might expect Samir to focus his time and energy solely on selling iFuse implants to surgeons. But he views his responsibility as much broader: "I try to understand the healthcare professional's clinical practice and patient population. Then I ask how we can enhance and support that while maintaining a 'patient first' perspective."

The education and support that Samir provides to healthcare professionals varies based on the audience. He approaches his interactions with each healthcare provider by asking himself how to turn the conversation into a collaboration. "For example, if I'm speaking with pain management doctors, they don't really want to know about surgical techniques. But they are very engaged with understanding diagnostics and how to differentiate between pathologies."

Samir engages with healthcare professionals at all points along a patient's treatment journey. And he leverages resources provided by SI-BONE — such as robust clinical data, diagnostic algorithms, and educational resources — to inform his conversations. Whether speaking with a surgeon, pain management physician, chiropractor, physical therapist, or other healthcare professional involved in treating a patient with undiagnosed lower back pain, Samir's enthusiasm and expertise shine through. He admits, "I can talk about SI joint treatment for hours before I even pick up SI-BONE's triangular implant!"

Our Approach to Sustainability

At SI-BONE, we take pride in developing products that improve patients' health and well-being. At the same time, we recognize that our ability to make positive impacts on the world extends beyond the devices we make. To this end, we are committed to incorporating sustainability considerations into our work to create sustainable value and advance the interests of all our stakeholders – employees, patients, healthcare providers, shareholders, and the broader community.

ENVIRONMENTAL
Packaging Waste and Recycling

SOCIAL
Access and Pricing
Diversity and Inclusion
Employee Attraction, Development and Retention
Product Safety

GOVERNANCE
Board Structure & Governance
Business Resiliency
Ethics and Compliance
Innovation
Responsible Sourcing

Material Topics

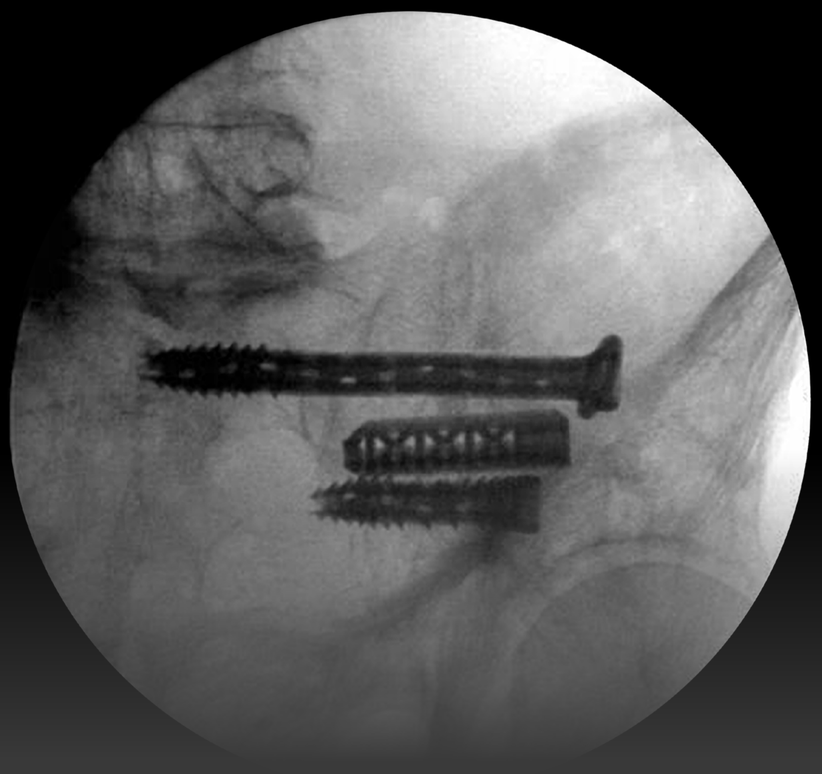
SI-BONE regularly monitors sustainability topics that have a material impact on the company. With the help of an external expert and through engagement of internal stakeholders, we determined that the following topics were the most relevant to SI-BONE's business priorities in 2021 and underpinned our sustainability endeavors for the past year. We will continue to periodically review this list of material topics with key stakeholders, to ensure that the areas identified below continue to represent the key to advancing sustainability at SI-BONE.

SI-BONE has aligned our sustainability report 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.

SI-BONE®

COMMITMENT TO SCIENTIFIC EVIDENCE

Our commitment to scientific evidence underpins our mission to provide patients and physicians with industry leading solutions for the treatment of sacropelvic disorders.



iFuse-TORQ®

3D-printed implants feature the FuSIon 3D™ Surface, which is a 3D-printed porous lattice that mimics cancellous bone.

Designing the *iFuse-TORQ* lattice was a key priority for the *iFuse-TORQ* design team to facilitate the growth of a patient's own bone on and into the *iFuse-TORQ Implant*. During the design phase, our engineers focused on the most minute details of the porous lattice, down to the beam thickness and pore size. Even the location and transition of the lattice was specifically designed to optimize the strength of the implant. Once the lattice design was complete, our engineers used engineering design software to apply the specially designed lattice to the entire product line. Beth Stuart, Sr. Design Engineer, noted, "We know that lattice design specifications matter for bone ongrowth and ingrowth. We're proud to introduce *iFuse-TORQ* for fracture fixation and SI joint fusion to help patients who are suffering from SI joint pain or trauma."

Our Approach to Innovation

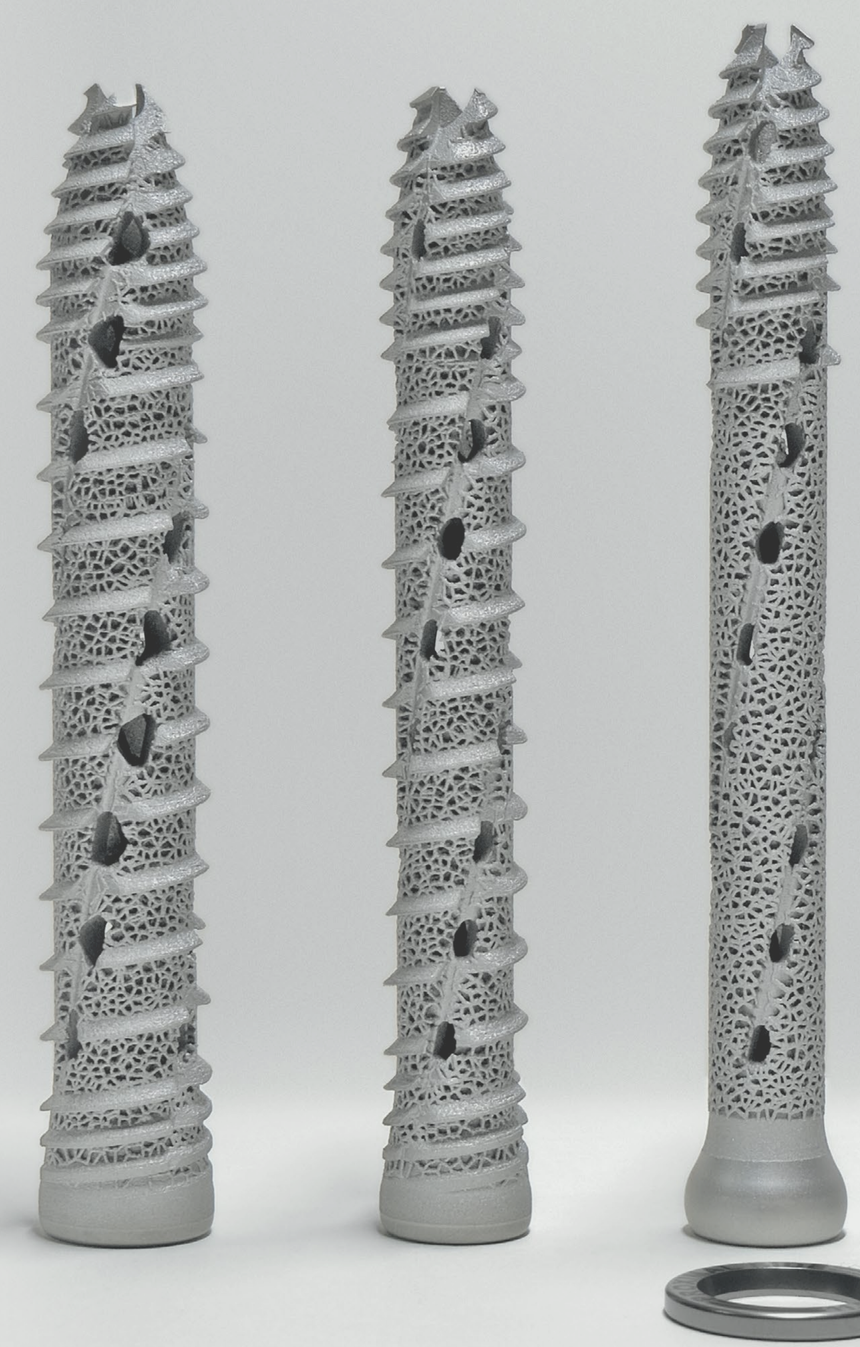
At SI-BONE, we invest in research and development to bring innovative products to the market that fulfill unmet medical needs in the sacropelvic surgical space. In 2021, we spent $12.4 million or approximately 14% of our revenue on research and development, compared with $9.5 million or 13% of our revenue in 2020.

Our product development and support efforts stem from addressing our customers' needs and providing products that meet those needs. We regularly solicit input from surgeons and other stakeholders to better understand their unmet needs and ideas for product enhancements. In addition to our implants, we offer instruments to be used with our iFuse implants and we develop procedure enhancements to facilitate the use of our products.

2021 was an exciting year that included the launch of our innovative *iFuse-TORQ* product, a highly differentiated system that addresses a significant unmet need for patients with pelvic trauma as well as for those with SI joint dysfunction and degeneration.

In support of our products, we also create pre-clinical evidence to help our stakeholders better understand the mechanisms by which our products work. 2021 also saw the publication of several pre-clinical research papers.

As of December 31, 2021, we have 44 patents granted in the U.S. and 15 patents granted outside of the U.S. In addition, we have 33 pending patent applications in the U.S. and 9 pending patent applications outside of the U.S.



Academic Papers Published in 2021

Lateral-decubitus MIS SI Joint Fusion Technique
(Kazemi – World Neurosurg 2021)

Novel Lateral Approach for MIS Sacro-Iliac Joint Arthrodesis - an Assessment of Feasibility and Outcomes

Kazemi N, Abu-Rmaileh M, Dalal S, Helton M, Walters J. *World Neurosurg.* 2021 Mar 8:S1878-8750(21)00384-3. DOI: 10.1016/j.wneu.2021.03.016. Epub ahead of print. PMID: 33706015.

Minimally Invasive SI Joint Stablization
(Novák – ACOTC 2021)

Minimálně invazivní stabilizace sakroiliackého skloubení [Minimally Invasive Sacroiliac Joint Stabilization]

Novák V, Wanek T, Hrabálek L, Stejskal P. *Acta Chir Orthop Traumatol Cech.* 2021;88(1):35-38. [Article in Czech]. PMID: 33764865

SALLY Clinical Trial 2-year Results
(Patel – MDER 2021)

Prospective Trial of Sacroiliac Joint Fusion Using 3D-Printed Triangular Titanium Implants: 24-Month Follow-Up

Patel V, Kovalsky D, Meyer SC, Chowdhary A, LaCombe J, Lockstadt H, Techy F, Langel C, Limoni R, Yuan P, Kranenburg A, Cher D, Tender G. *Med Devices* (Auckl). 2020;14:211-216. [ePub 29 June 2021]. DOI: 10.2147/MDER.S314828

Review of SI Joint Fusion Procedures
(Kaye – Rheumatol Ther 2021)

Novel Interventional Techniques for Chronic Pain with Minimally Invasive Arthrodesis of the Sacroiliac. Joint: (INSITE, iFuse, Tricor, Rialto, and others).

Kaye AD, Edinoff AN, Scoon L, Youn S, Farrell KJ, Kaye AJ, Shah RJ, Cornett EM, Chami AA, Dixon BM, Alvarado MA, Viswanath O, Urits I, Calodney AK. *Rheumatol Ther.* 2021 Sep;8(3):1061-1072. [Epub 2021 Jul 30] DOI: 10.1007/s40744-021-00350-8; PMID: 34331270; PMCID: PMC8380604.

16 iFuse patients with EDS
(Beijk – N Am Spine Soc J 2021)

Sacroiliac joint fusion in patients with Ehlers Danlos Syndrome: A case series.

Beijk I, Knoef R, van Vugt A, Verra W, Nellensteijn J.*N Am Spine Soc J.* 2021 Sep 29;8:100082. DOI: 10.1016/j.xnsj.2021.100082. PMID: 35141647; PMCID: PMC8819966.

Evaluation of different implant configurations in a synthetic model
(Freeman – IJSS 2021)

Biomechanical Stability of the Sacroiliac Joint with Differing Implant Configurations in a Synthetic Model

Freeman AL, Bechtold JE, Polly DW Jr. Int *J Spine Surg.* 2021 Oct;15(5):853-861. [Epub 2021 Oct 8] DOI: 10.14444/8117. PMID: 34625453; PMCID: PMC8651206.

26 Patients, 4-year follow-up
(Kasapovic – Oper Orthop Traumatol 2021)

[Minimally invasive arthrodesis of the sacroiliac joint (SIJ)]

Kasapovic A, Ali T, Jaenisch M, Rommelspacher Y, Gathen M, Pflugmacher R, Schwetje D. *Oper Orthop Traumatol.* 2021 Oct 18. Epub ahead of print. [article in German] DOI: 10.1007/s00064-021-00738-3. PMID: 34661704.

IFUSE BEDROCK PUBLICATIONS

Imaging accuracy for S2AI and iFuse-3D implants
(San Miguel-Ruiz – Iowa Orthohp J 2021)

Is the Implant in Bone? The Accuracy of CT and Fluoroscopic Imaging for Detecting Malpositioned Pelvic Screw and SI Fusion Implants

San Miguel-Ruiz JE, Polly D, Albersheim M, Sembrano J, Takahashi T, Lender P, Martin CT. *Iowa Orthop J.* 2021;41(1):89-94. PMID: 34552409; PMCID: PMC8259187

Biomechanical Effects of iFuse with Long-Construct
(de Andrada Pereira – J Neurosurg Spine 2021)

Biomechanical Effects of A Novel Posteriorly Placed Sacroiliac Joint Fusion Device Integrated with Traditional Lumbopelvic Long-construct Instrumentation.

de Andrada Pereira B, Lehrman JN, Sawa AGU, Lindsey DP, Yerby SA, Godzik J, Waguespack AM, Uribe JS, Kelly BP. *J Neurosurg Spine.* 2021 Jun 18:1-10. [Epub ahead of print] DOI: 10.3171/2020.11.SPINE201540

iFuse Bedrock® Technique and 21 patient case series
(Martin – J Neurosurg Spine 2021)

Bilateral open sacroiliac joint fusion during adult spinal deformity surgery using triangular titanium implants: technique description and presentation of 21 cases.

Martin CT, Holton KJ, Jones KE, Sembrano JN, Polly DW. *J Neurosurg Spine.* 2021 Sep 10:1-7. [Epub ahead of print] PMID: 34507297. DOI: 10.3171/2021.3.SPINE202218

Cadaver study of laterally placed iFuse-3D with S2AI fixation in adult deformity
(de Andrada Pereia – J Neurosurg Spine 2021b)

Biomechanics of a laterally placed sacroiliac joint fusion device supplemental to s2 alar-iliac fixation in a long-segment adult spinal deformity construct: a cadaveric study of stability and strain distribution

de Andrada Pereira B, Wangsawatwong P, Lehrman JN, Sawa AGU, Lindsey DP, Yerby SA, Godzik J, Waguespack AM, Uribe JS, Kelly BP. *J Neurosurg Spine.* 2021 Sep 17:1-11. [Epub ahead of print] PMID: 34534964. DOI: 10.3171/2021.3.SPINE202175

Sacropelvic fixation with iliac screws and iFuse-3D
(Panico – Eur Spine J 2021)

Innovative sacropelvic fixation using iliac screws and triangular titanium implants.

Panico M, Chande RD, Lindsey DP, Mesiwala A, Villa TMT, Yerby SA, Gallazzi E, Brayda-Bruno M, Galbusera F. *Eur Spine J.* 2021 Sep 25. [Online ahead of print] PMID: 34562177. DOI: 10.1007/s00586-021-07006-9

iFuse Bedrock Technique with Robotic Navigation
(Berlin – Oper Neurosurg 2021)

Robotic Sacroiliac Fixation Technique for Triangular Titanium Implant in Adult Degenerative Scoliosis Surgery: 2-Dimensional Operative Video.

Berlin C, Patel P, Lieberman I, Shaffrey M, Buchholz A.*Oper Neurosurg* (Hagerstown). 2021 Nov 15;21(6):E555-E556. DOI: 10.1093/ons/opab326. PMID: 34662894.

Benefits of the iFuse Implant System®

Dr. Alexis Waguespack

Orthopedic Spine Surgeon at Spinecare Medical Group and SI-BONE Consultant

"I saw the benefits in my own patients, but I needed proof other than just my anecdotal experience. And that's why we conducted the biomechanical study."

Dr. Waguespack introduced iFuse implants into her practice seven years ago, providing a welcome new treatment option for her patients with SI joint pathologies. Some of her patients had seen multiple doctors without getting an accurate diagnosis of their lower back pain. "Because iFuse provided a new treatment, doctors who hadn't yet learned about it wouldn't include SI pathologies in their differential diagnosis," she explains. But armed with iFuse implants and training covering diagnostic and surgical techniques, Dr. Waguespack confidently added iFuse implants into appropriate patient treatment plans.

Then Dr. Waguespack noticed something interesting. A patient who had undergone a long construct spine surgery experienced screw loosening and pseudarthrosis. Dr. Waguespack performed a minimally invasive surgery, placing iFuse implants across the patient's SI joint, and the patient's pseudarthrosis resolved. Dr. Waguespack hypothesized that the iFuse implants increased the biomechanical stability of the long construct, but she wanted proof. She reached out to SI-BONE, and in collaboration with several surgeon colleagues, a biomechanical study was born.

In June 2021, Dr. Waguespack published the results of the biomechanical study in the Journal of Neurosurgery: Spine[4]. She and her colleagues determined that adding iFuse Bedrock to sacral-alar iliac (S2AI) screws in long-segment constructs provided a 30% reduction in SI joint motion. With this important study, Dr. Waguespack not only confirmed her hypothesis, but also contributed valuable evidence on the use of iFuse implants for long-construct patients.

4. de Andrada Pereira B, Wangsawatwong P, Lehrman JN, Sawa AGU, Lindsey DP, Yerby SA, Godzik J, Waguespack AM, Uribe JS, Kelly BP. Biomechanics of a laterally placed sacroiliac joint fusion device supplemental to S2 alar-iliac fixation in a long-segment adult spinal deformity construct: a cadaveric study of stability and strain distribution. J Neurosurg Spine. 2021 Sep 17;36(1):42-52. doi: https://doi.org/10.3171/2021.3.spine20217510. PMID: 34534964.

Clinical Trials

The safety, durable effectiveness, and cost effectiveness of iFuse are all supported by a large number of studies that have resulted in 100+ peer-reviewed published articles.

We have sponsored five prospective multi-center studies, two of which were Level I randomized controlled clinical trials. We seek to deliver high-quality clinical evidence to a segment of the medical device market, orthopedic spinal implants, which has historically lacked innovation supported by high-quality clinical evidence. We support the Yale Open Data Access (YODA) Project (https://yoda.yale.edu/), which allows independently adjudicated data-sharing with scientists from around the world.

In July 2021, we announced the 2-year results publication of SALLY (Study of Bone Growth in the Sacroiliac Joint after Minimally Invasive Surgery with Titanium Implants, ClinicalTrials.gov NCT 03122899), an ongoing prospective multicenter clinical trial of the *iFuse-3D Implant System.* Clinical results at 24 months showed marked and sustained improvements in SI joint pain, patient function, and quality of life that are consistent with results from four prior multicenter prospective clinical trials using the iFuse implant (RCT INSITE 2-year, RCT iMIA 2-year, SIFI 2-year, LOIS 5-year). Results also demonstrated a significant reduction in the proportion of study subjects taking opioids for SI joint pain (59% at baseline to 18% at 24 months). In addition, the study included three objective physical function tests (active straight leg raise, five times sit-to-stand and transitional timed up-and-go), all of which showed statistically significant improvements from baseline.

We work hard to ensure that all participants in trials sponsored by SI-BONE are treated ethically and with dignity. Per FDA regulations, all trials are approved by Institutional Review Boards (IRBs) formally designated to review and monitor biomedical research involving human subjects. Trials sponsored by SI-BONE have enrolled nearly 650 participants. The clinical evidence shows safety, durable effectiveness, and lasting relief from SI joint pain. See more information in the table below.

Level	Product	Acronym	Name	ClinicalTrials.govID	Link
Level I – RCT	iFuse	INSITE	Investigation of Sacroiliac Fusion Treatment	NCT01681004	clinicaltrials.gov/ct2/show/NCT01681004
Level I – RCT	iFuse	iMIA	iFuse Implant System®	NCT01741025	clinicaltrials.gov/ct2/show/NCT01741025
Level II	iFuse	SIFI	Sacroiliac Joint Fusion with iFuse Implant System	NCT01640353	clinicaltrials.gov/ct2/show/NCT01640353
Level II	iFuse	LOIS	Long-Term Follow-Up in INSITE/SIFI	NCT02270203	clinicaltrials.gov/ct2/show/NCT02270203
Level II	iFuse-3D	SALLY	Study of Bone Growth in the Sacroiliac Joint After Minimally Invasive Surgery with Titanium Implants	NCT03122899	clinicaltrials.gov/ct2/show/NCT03122899
Level II	iFuse-3D with Bedrock Technique	SILVIA	SI Joint Stabilization in Long Fusion to the Pelvis; Prospective Cohort Analysis	NCT04062630	clinicaltrials.gov/ct2/show/NCT04062630

Inspired by SI-BONE

Robyn Capobianco, PhD

Vice President of Clinical Affairs

"I was so inspired by my time at SI-BONE that I went back for a PhD and did two dissertation studies on the SI joint. And now, getting the opportunity to come back to the company has meant everything to me. It feels like a natural homecoming."

Robyn rejoined SI-BONE in 2021 as our Vice President of Clinical Affairs after a six-year hiatus. When Robyn first joined SI-BONE in 2012, she was instrumental in launching the company's clinical efforts. What she saw – how iFuse helped under-served patients who suffered from SI joint dysfunction – inspired her to pursue a PhD in Neurophysiology of Movement with a focus on SI joint pain. Her PhD research demonstrated that patients with SI joint pain exhibit neuromuscular patterns similar to those of patients with lower back and hip pain, highlighting the importance of accurate diagnosis.

Robyn brought her patient-first perspective when she re-joined SI-BONE. Clinical trials can be designed to address the needs of various stakeholders, such as regulatory agencies and payors. But Robyn always keeps patients at the forefront by asking, what do patients care about? In designing clinical trials at SI-BONE, Robyn to considers patient factors first – for example, patient mobility and functional independence. "If we can show that our treatment allows patients to get up and move better, that they can regain independence, we can be certain that this is a big win for patients. Helping patients is our ultimate goal."

The work of Robyn's Clinical Affairs team impacts the entire organization. The data created through SI-BONE's clinical trials supports SI-BONE's exclusive payor policies, physician education, and patient marketing initiatives. Robyn is proud of SI-BONE's commitment to scientific data: "No other company is as dedicated to clinical research!"

Product Safety

Patients trust SI-BONE to deliver safe products. We honor this trust by making product safety our top priority through our design control processes, clinical studies, and post-market surveillance.

SI-BONE's Quality Policy creates the foundation of our product quality commitments. Our Quality Management System (QMS) is designed to assure compliance with ISO 13485 and is aligned to the U.S. FDA Quality System Regulations, and the EU Medical Device Directive and Medical Device Regulation. Effectiveness of the Quality Management System is maintained and monitored in accordance with ISO 13485.

Quality Objectives are established for product, process, and quality systems. Data is analyzed and monitored for compliance and continuous improvement at Management Review sessions to assure that the data and actions taken are meaningful and consistent with the Quality Policy, established specifications, and customer expectations. Risk management principles are applied to assure safety and effectiveness of products, processes, and systems.

Our products are developed using a rigorous design control process that is structured to mitigate risks and develop safe products. The five phases of our process include:

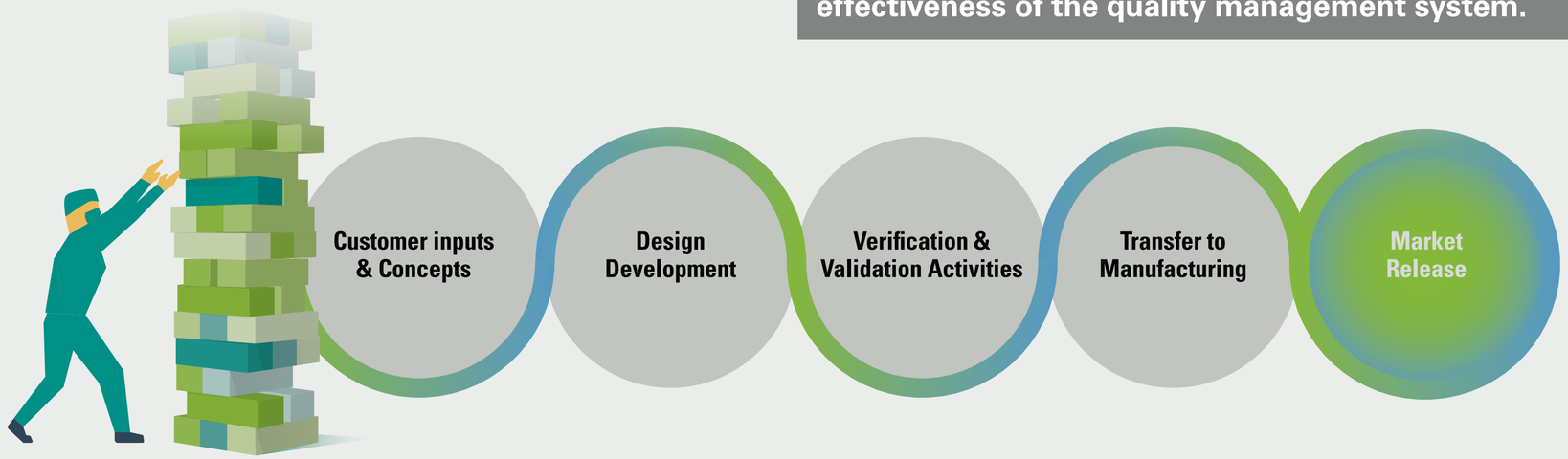
1) customer inputs and concept generation,
2) design development,
3) verification and validation activities,
4) transfer to manufacturing, and
5) market release.

In addition, we routinely engage in post-market surveillance activities to collect and analyze customer feedback. Within our design control procedure, we perform risk analyses to better understand the risks presented by the product design and production methods and any risks to our users. To date, we have consistently delivered safe products that met our customers' needs. In 2021, SI-BONE had no safety-related or FDA-reportable recalls.

Finally, we have confirmed product safety in several prospective clinical trials with carefully structured follow-up. In total, there are now 100+ iFuse technology publications that report on iFuse outcomes, safety, technique, biomechanics, and healthcare economics. SI-BONE is recognized as the most advanced clinical company in our industry. We pride ourselves on our compilation of data and results that show consistency of results among different sites and centers. The quality, consistency and breadth of our clinical data is the reason why there is near-universal coverage of iFuse for minimally invasive SI joint fusion.

SI-BONE is committed to providing cutting-edge SI joint and sacropelvic surgical treatment technologies through a continuous process of quality awareness and improvement.

The Company will consistently meet or exceed external and internal customer needs and regulatory requirements by providing safe and effective devices with no compromise in quality objectives and a commitment to comply with and maintain the effectiveness of the quality management system.



ENHANCING PATIENT ACCESS TO HEALTHCARE

We advocate for broad payor coverage of our iFuse products to increase the accessibility of our products.

Access and Pricing

SI-BONE is focused on providing products to as many patients in need of relief from SI joint pain as possible. With the high prevalence of SI joint pain in the U.S., it is important to ensure broad access for those patients in need. We have focused on expanding access to our products in several ways: through our interactions with insurance providers, contracting with healthcare facilities, and healthcare provider training.

Payor Coverage

As of December 31, 2021, over 300 million people in the U.S. were covered for our iFuse treatment through third-party health insurers. To ensure reimbursement, which in turn creates widespread access for patients, we engage with each of the nation's top 100+ insurance companies, including commercial and governmental payors. This engagement includes education about the iFuse procedure, which is backed up by our long-term evidence of procedure durability and patients' success as presented in Level I and II evidence.

Positive evaluations from the National Institute for Health and Care Excellence[5,6] and National Health Services[7] in the U.K. and the Haute Autorité de Santé[8] in France have led to positive coverage of iFuse across numerous countries throughout Europe.

We go beyond just educating insurance companies; we also work with health plans and their medical directors on alignment of policies for SI joint patients.

This work includes some of the following:

- Identifying administrative issues impeding patients' access, such as the speed and appropriateness of their reviews for prior authorization of reviews;
- Updating on substantive policy issues, such as updated society position statements and guidelines;
- Identifying the need for greater alignment with SI joint fusion and injection policies;
- Providing frequent updates to the clinical evidence for iFuse, and interpretations on the coding for relevant procedures, whether current or anticipated; and
- Providing updates on the SI market, such as new procedures and provider utilization concerns.

In 2021, SI-BONE's insurance experts in the Patient Insurance Coverage Support (PICS) program worked with nearly 1,000 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 nearly 4,000 patients across the U.S. with their requests and appeals to their insurance companies.

In 2021, we supported 800 patient approvals for SI joint fusion surgery throughout the U.S.

5. Minimally invasive sacroiliac joint fusion surgery for chronic sacroiliac pain. NICE Interventional Procedures guidance [IPG578] Published: 05 April 2017
6. iFuse for treating chronic sacroiliac joint pain. NICE Medical Technologies Guidance [MTG39] Published: 02 October 2018
7. https://www.nhs.uk/
8. https://www.has-sante.fr/jcms/c_2811816/fr/ifuse

Access and Pricing

Supporting Products in Healthcare Facilities

Outside of our work with insurance companies, our National Accounts division increases patient access by contracting with hospitals and healthcare facilities to purchase SI-BONE products. We have also increased our outreach to ambulatory surgery centers (ASCs), which have seen an increase in elective surgeries during the COVID-19 pandemic. By educating ASCs on our products offerings and relevant payor policies, we are working to increase access to our products in non-hospital settings as well.

Lastly, to ensure our patients have continued access to SI-BONE implants, we provide a warranty program in which we share some of 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.

Healthcare Provider Training

A key driver of access to our products is adoption by healthcare providers. Historically, most spine surgeons did not evaluate the SI joint when diagnosing lower back pain because they did not have an adequate surgical treatment. Since we first introduced the iFuse Implant System, we have invested in training and educating surgeons on the diagnosis of SI joint pain and the iFuse procedure. In addition to traditional didactic and cadaver training, we have increased the reach of our surgeon training through the use of our *SI-BONE SImulator*™, a portable training technology with virtual imaging and multiple pelvic variations on which surgeons can practice iFuse procedures. This has been particularly valuable during the COVID-19 pandemic as it has enabled on-site training, reducing the need for surgeons and our employees to travel.

In 2021, we increased our training programs in academic medical centers to accelerate engagement by residents and fellows. By reaching surgeons at the start of their careers, our goal is to arm them with information on SI joint differential diagnoses and our procedures. This also enables us to connect with key opinion leaders to support our development efforts.

We also conduct educational programs for the larger healthcare community to reach those providers who interact with SI joint patients earlier in the treatment journey. We focus on the appropriate diagnosis of SI joint dysfunction and available treatments. We reach primary care physicians, pain management physicians, chiropractors, physical therapists, and advanced practice providers, among others.

SI-BONE has an indigent patient program to provide implants to patients who have no means to otherwise receive them.

No obstacle too difficult

Renee Kerner

Sr. Patient Case Advocate

"It's my pleasure to help our patients."

When Renee first spoke with Adam J., he was in a lot of pain. "I couldn't sit, couldn't stand, couldn't socialize. The pain was unbearable," explained Adam. After his surgeon recommended an iFuse procedure, Adam began working with Renee, a member of SI-BONE's PICS team, to ensure that his insurance provider would cover his surgery.

Adam's doctor explained that Adam's insurance provider had a reputation for being difficult, and Adam and Renee didn't want to take any chances. First, Renee helped Adam identify the insurance provider's coverage criteria, and Adam and his doctor documented that Adam satisfied it. Armed with Adam's medical records, Renee then submitted Adam's predetermination request to the insurance provider. But the insurance provider delayed for months, and finally denied the predetermination request. Adam was devastated… and angry. "The process was so frustrating. I waited and waited. I tried calling the patient representatives at the insurance company, but I never got the same one twice."

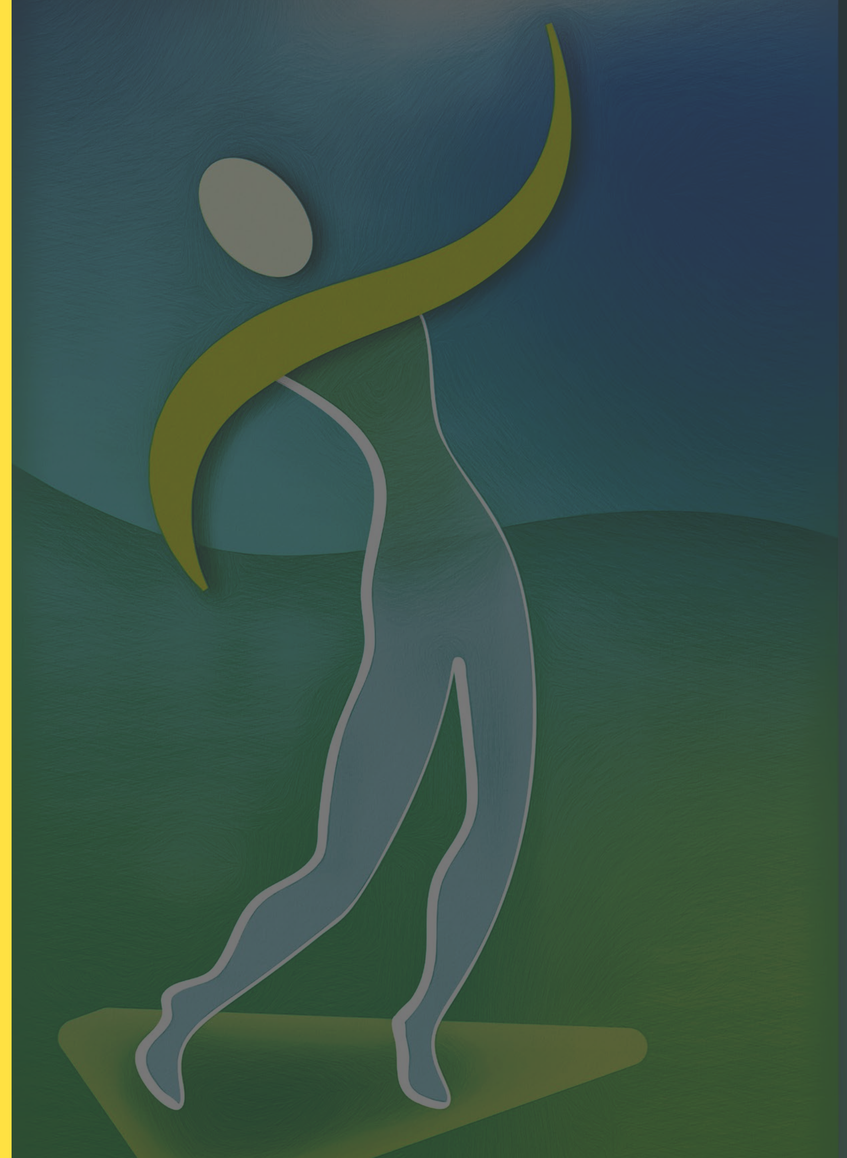
But Adam would not be deterred. With Renee's support, he wrote a Quality of Life letter which Renee submitted to his insurance provider along with a request for reconsideration. Renee encouraged Adam to schedule a conference call with the provider, which Adam did. Within an hour after the call, the insurance provider approved the iFuse procedure.

Renee's support meant a lot to Adam. "She was a patient advocate fighting on behalf of me!", he said. For her part, Renee is glad that Adam has found relief: "Many of these patients are in agony. I'm glad I can help empower them to be their own best advocate."

SI-BONE®

SUPPORT OF OUR TEAM

2021 was another unprecedented year, but through commitment and hard work, SI-BONE's team persevered in our mission to help our customers and employees reach for the stars.



REACH FOR THE STARS

Employee Attraction, Development and Retention

OUR PEOPLE

At SI-BONE, we believe that our employees are the foundation of our success. Every day, our employees contribute their talents and energy to furthering our mission to help patients rise up and reach for the stars. In return, we are committed to providing a welcoming, inclusive and safe working environment. Our commitment is demonstrated in our company culture and policies.

Policies Against Non-Discrimination

SI-BONE provides equal employment opportunity for all applicants and employees. Employment decisions are made based on merit, qualifications, and abilities. The Company does not unlawfully discriminate on the basis of sex, race, religion, color, creed, gender, national origin, ancestry, physical or mental disability, medical condition, genetic information, marital status, registered domestic partner status, age, sexual orientation, military and veteran status, or any other basis protected by local, state, or federal laws.

Our nondiscrimination policy governs all aspects of employment, such as recruitment, selection, job assignment, compensation, discipline, promotion, termination, and access to benefits and training.

We encourage employees to bring claims of discrimination or harassment to their managers, our Chief Compliance Officer, Human Resources, or other member of the management team. We publicize our toll-free hotline for any employee who wishes to make an anonymous report. SI-BONE promptly and thoroughly investigates claims of unlawful harassment and discrimination.

Supporting Employees During the COVID-19 Pandemic

SI-BONE has always been grounded in a commitment to its employees to foster and encourage a rewarding environment through innovation and teamwork.

Recently, we've embraced new ways of working in response to the COVID-19 pandemic. Achieving our goals in 2021 required a high level of communication, transparency, and collaboration. As such, throughout the year, our CEO and executive team hosted monthly Town Hall Meetings to keep the channels of communication open and address real-time issues. These meetings were not simply one-way conversations, but rather dialogues that responded to employee questions. Through these meetings, we shared updates and information across the organization, involving our U.S. and OUS teams, and corporate and field-based personnel, ensuring an inclusive environment.

In 2021, we focused on creating a safe environment for our workforce during the global pandemic. We implemented a variety of changes regarding how we operated to ensure the continued success of SI-BONE, but most importantly, to protect our employees' health.

To support remote work, SI-BONE updated its policies to provide home office, internet, and cell phone allowances to help minimize the financial burden on employees working remotely. We also offered training to all employees on how to set up their home workspace to be ergonomically correct. To reduce travel, we introduced a portable remote surgeon training modality, which reduced the need for our sales team and surgeons to travel for training on our surgical systems.

We added additional protective measures in our office as well. To protect our employees' health, we implemented a workplace solution which included health screening, badge checking, office census management, and infrared temperature scanning. We added plexiglass protection around our employees' cubes, outlined a deep cleaning process for our facility, and adjusted HVAC filters to be more efficient. We also provided all employees with training on COVID-19 prevention and protocols.

To help address our employees' medical needs during the COVID-19 pandemic, we hosted two on-site vaccine clinics. We also provided a concierge medical practice to help our employees with their COVID-19 testing and other primary care needs.

As COVID-19 cases surged across the nation, our sales team was impacted by the cancellation of elective surgeries. We provided financial security during these uncertain times by guaranteeing a portion of commissions for a specific period of time. We also worked with our compensation committee on an ongoing basis to make sure our corporate bonus program is fair and reflects the efforts and success of our team in light of the challenging and dynamic pandemic environment.

We are very proud of our pandemic response and will continue to adjust our programs to ensure we are meeting both our customer and employee needs.

Employee Attraction, Development and Retention

Talent Attraction and Retention

At SI-BONE, we believe our patient-focused mission attracts talent to our company. To attract and retain talent, we provide competitive compensation and a robust benefits package with health benefits such as medical, dental and vision insurance; financial benefits such as 401(k), HSA and stock option plans; and perks, such as employee recognition spot awards, unlimited paid time off, and employee assistance programs. Each year, we benchmark all employee compensation against current market data to remain competitive in our industry.

Based on employee feedback, we expanded our parental leave program to include eight weeks of paid leave at 100% for mothers, fathers, partners, and those who plan to adopt. We also implemented a new hire buddy program that connects new employees with current employees to ease the transition to a new job and working environment.

In 2021, we developed career ladders for employee growth and development, providing employees with a clear path for professional advancement. We are committed to supporting employees' development, whether as individual contributors or people managers. All corporate employees with greater than 90 days' tenure are included in performance and career development reviews once a year. During the review, employees have the opportunity to discuss specific career goals and action plans with their manager. Given the fast-paced nature of sales roles, our field sales employees participate in a modified performance and career development review process and receive regular feedback through their managers, which may include a ride along and verbal and written feedback.

We celebrate our employees that go above and beyond. In 2021, we launched a new recognition and rewards program to facilitate peer-to-peer recognition in a more fun and visible way. We also provide retention RSU awards to our employees, recognizing the importance of retaining our top talent.

In 2021, SI-BONE was recognized on the Best-Led Companies list by Inc., and as a Top Workplaces Regional Winner and Culture Excellence Winner, both from Bay Area News Group.

Training and Education

At SI-BONE, we provide a variety of opportunities for personal and professional development to foster an environment of continuous learning.

Our corporate onboarding process outlines critical information about the company, while helping new employees get acclimated to our culture. In 2021, we transferred our corporate onboarding program from in-person to online to help welcome employees, provide easy access to information on benefits and services, and educate new team members about the company via an on-demand training curriculum.

All employees receive regular, mandatory training on fundamental policies, such as our Code of Conduct, healthcare compliance, and Employee Handbook. This training reinforces our values and expectations for how employees should handle certain interactions and business opportunities. See Ethics and Compliance for more on this training. Employees also receive additional trainings based on their roles. For example, in addition to the initial sales training sequence, our field sales team members may also receive SImulator trainings, live case observations, and advanced sales training focused on specific products or skills. Our corporate employees receive additional trainings based on their job functions.

Lead with empathy and compassion

Reena Mishra

Sr. Director of Digital Marketing

"Let's tune in to our employee's needs and learn to lead with empathy and compassion."

When the COVID-19 pandemic hit, SI-BONE closed its headquarters for all but essential workers, and many SI-BONE employees transitioned to remote work for the first time. But it was not always a smooth transition: "We were buried in Zoom meetings all day, every day!" Reena recalls. In response, the Company instituted "no-meeting Wednesdays" and strongly discouraged meetings on Wednesday afternoons. It was a small gesture, but one that inspired Reena to volunteer for the Cultural Advisory Board, newly formed in 2021.

On the Cultural Advisory Board, Reena's team promulgated recommendations for work-life integration. She explains, "At a high level, we respect that COVID-19 has changed the way we work. I don't know what the future of work looks like, but we need to move forward with flexibility. Employees aren't one-size-fits-all." The Work-Life Integration Team set their objectives: to increase employee engagement, satisfaction and productivity; to prevent employee burnout; and to reduce voluntary attrition. Due in part to work of this team, SI-BONE has made decreasing voluntary attrition a corporate goal in 2022.

In December 2021, Reena presented the group's findings and recommendations – first to executive management and then to the full company during a Town Hall meeting. The recommendations were met with enthusiasm, and implementation quickly got underway. From larger initiatives, such as increased manager training with a focus on empathy; to smaller initiatives, like continuing meeting-free afternoons, the work of Reena and her team is positively affecting the lives of SI-BONE employees.

Reena is gratified to see her efforts make a difference. "It's really rewarding to be part of the growth and development of the company. Having a voice and a role… I'm proud to be able to make an impact and help shape how we work."

Diversity and Inclusion

Our 350+ employees around the globe bring together diverse skills, backgrounds and perspectives that are essential to our success. We strive to demonstrate our support for all our employees, and to ensure that they feel safe, valued, and celebrated.

We are committed to actively fostering workforce diversity and an environment of cultural inclusion throughout our company. Our goal is to have a diverse workforce and leadership team that reflect our communities, while continuing to provide equal employment opportunity to all candidates and employees. To support this goal, in 2021 we offered diversity and inclusion training for both managers and individual contributors. We also carefully revised job descriptions to remove any potentially biased language.

Celebrating women and minorities in the workplace is another key part of our diversity and inclusion goals. In 2021, the overall percentage of women in our workforce was 45%. In 2021, SI-BONE appointed Laura Francis as its new CEO, marking a step in the right direction for the medical device industry that has few women in CEO positions.

Employee Support Initiatives

We engage employees in building a work environment that reflects our shared values and mission.

The Women's Leadership Network (WLN) is an employee affinity group with the mission of empowering women at SI-BONE and beyond. The WLN hosted four events in 2021, including an inspiring talk with Dr. Sonia Eden, only the second Black woman to lead a U.S. hospital neurosurgery program. In 2021, the WLN expanded to include our European colleagues.

Our mentorship program, Mentoring for Excellence, was fully launched on March 1, 2021. It is available to all employees across the organization. Mentees are able to connect with internal mentors who can offer insight, advice and opportunity. The program provides a chance for mentors to give back, become better leaders, and refine their own skills and network.

SI-BONE's Cultural Advisory Board, newly formed in 2021 with a diverse and inclusive team of employees, focuses specifically on company culture and initiatives for employee well-being.

The Cultural Advisory Board's projects include:

1) enhancing employee recognition,
2) developing people management skills, and
3) driving work-life integration.

Engaging with Our Communities

We're more than just employees, we're stewards of our communities. We're proud to partner with *Red Cross* for blood drives, to give back through food banks like *Second Harvest,* and to assist families through the *Giving Tree* project which provides gifts to at-risk children and families.

OPERATIONAL EXCELLENCE

We recognize that we have the ability to impact the environment and that is reflected in our product manufacturing and packaging choices.

Our Commitment to Environmental Stewardship

We strive to ensure our operations are functioning in an environmentally friendly manner. Because we outsource our production process to third party manufacturers, the environmental impact under our control is limited. Some of our manufacturing partners operate in a sustainable manner with solar powered buildings and recycling of precious metals, water, and titanium powder. While our own environmental footprint is smaller, we make a conscious effort to reduce the impact that our office and employees have on the environment.

At our corporate office, we work to reduce our level of impact caused by our employees' commutes. We located our headquarters near a train station which enables our employees to commute on public transportation. We also provide a subsidy to encourage employees to use public transportation. Additionally, in the office we have begun to reduce the use of paper and plastic utensils, plates, and drink-ware by transitioning to reusable kitchenware.

As we grow, we will continue to assess our operations for ways to reduce our environmental footprint.

We partner with M-Cubed, a local supplier that is ISO 14001 certified, to process our scrapped instruments.

Packaging Waste and Recycling

At SI-BONE, the greatest positive environmental impact we have is through our waste and recycling programs. When we receive materials from our suppliers, we recycle the outer packaging. Approximately 98% of this outer packaging is cardboard which is easily separated and sent out for recycling. When plastic is included with the packaging, we look to either reuse or dispose of it in an appropriate manner. Some of our suppliers ship our instruments in plastic tubing which we save and send back to our suppliers for reuse. We send those tubes back to our suppliers twice a year.

Beyond packaging, we have developed a solution for our returned instruments and implants. When we receive unused implants back from our sales representatives, we follow our quality procedures. If the implants meet all the relevant quality requirements, they are re-released for use. Any implants that do not meet our release criteria are repurposed for demo purposes or other internal uses. In 2021, we accepted 9,500 unused returned implants of which we were able to release 9,050 back to our sales teams.

Our instrument returns follow a similar process, but instruments that cannot be released into the field are not easily recyclable in normal waste streams. We collect and send these materials to M-Cubed on a quarterly basis. In 2021, we received 5,295 instruments, and sent 231 to M-Cubed for processing.

Responsible Sourcing

To ensure the materials used in our implants are safe and sourced in an ethical manner, we follow a responsible sourcing process. This includes ensuring traceability in our supply chain and considering the risks associated with obtaining critical supplies.

We approve our direct material suppliers through our Approved Supplier Program and require that approved suppliers comply with the Program's applicable requirements. One such requirement is that the suppliers include quality documentation with each shipment of materials. This is to ensure traceability of the materials used in our implants. During the warehousing and distribution of our direct materials and finished devices, all movement is captured with unique part and lot combinations. This data is 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. This allows us to track our implants at each step of the process when getting them to our patients.

To ensure we manage the risks associated with obtaining critical materials, we use our Supplier Quality Management procedure. This procedure instructs how to assign each supplier a criticality classification based on the type of supplier, the risks to patients and users if the product or service does not perform as intended, and the impact a failure of the product or service would have under applicable regulations or our internal Quality Management System. Based on these factors, we assign each supplier a criticality measure on a scale of 1-5. Of the 50 suppliers with a criticality level of 4 ("high") or 5 ("critical"), 84% are ISO 13485 certified. The remainder have other certifications or controls in place to ensure they meet our requirements for quality products and services.

SUPPLIER QUALITY MANAGEMENT PROCEDURE:

This procedure can consist of numerous requirements depending on a supplier's criticality classification.

These requirements can consist of the following:

- Individual Supplier File
- Supplier Evaluation
- Supplier Questionnaire
- Initial On-site or Remote Audit
- Surveillance Audit
- Supplier Agreement and or Supplier Quality Agreement
- Notification of Change Agreement
- ISO Certification
- Resume
- Re-evaluation Period

Building Bridges

Bill Schwarz

Associate Director, Logistics & Order Administration

"Collaboration is really what keeps me coming back each day."

Bill builds bridges. In his role as manager of field inventory and customer service, Bill sits at the crossroads where the field sales and corporate teams connect. His team handles tasks that range from assembling instrument trays, to processing incoming materials for quality review, to ensuring the timely shipment of surgical instruments to hospitals or field representatives. When challenges arise, Bill faces them with clear communication and a focus on collaboration.

A recent iFuse procedure highlighted the importance of collaboration among the corporate and field sales teams. A field colleague informed Bill that a surgeon had scheduled a last-minute surgery and needed certain products that weren't available locally. The Customer Service team swung into action to coordinate the timely delivery of the requested products. But when a shipping delay threatened to strand the products in a shipping facility, everyone had to work together to find a solution. Bill's team arranged for a manual pickup from the shipping facility while the field sales rep drove to the facility to retrieve the product. Because of this teamwork, the surgery was able to proceed as scheduled.

For Bill, this is just one example of the teamwork and collaboration that SI-BONE exemplifies. He is proud of the great teams he has helped build and grateful to work every day with his "awesome" colleagues.

Business Resiliency

SI-BONE works to create business resiliency in the face of disruptions caused by supply chain issues, cybersecurity, pandemics, and other related risks.

To facilitate business resiliency, an overarching plan, our Business Continuity Assessment (BCA), applies to internal business processes, facilities, and our quality system, as well as external service suppliers who provide parts, materials, logistics, and sterilization services. Our BCA is updated at least every 5 years or when a material change occurs. The BCA assesses and evaluates the strengths, weaknesses, and mitigation plans related to operation and product supply chains to help minimize the effects caused by potential business disruptions.

In today's world of supply chain shortages, we must maintain the necessary supplies we need to develop our surgical systems. To ensure the continued production of our products we have increased our resiliency through certain updates. These updates include implementing an automated electronic data interchange (EDI) ordering process, completing a design change for 3D implants to accommodate different printers owned by the different manufacturing facilities we use and thereby expanding redundancy, completing a Supply Chain Operational Assessment, and expanding supply chain partner capabilities for instrument manufacturing.

ROBUST SYSTEMS FOR GOVERNANCE & ACCOUNTABILITY

We are committed to our uncompromising ethical standards and doing business with integrity.

Ethics and Compliance

Our mission at SI-BONE is to help patients rise up and reach for the stars. This is only possible when we work together to deliver the best outcomes to the patients we serve.

Business ethics and compliance are essential to our mission. Our employees understand the importance of SI-BONE's values which are outlined in the Employee Handbook and Code of Conduct. We are committed to maintaining high standards of business conduct and ethics by conducting our affairs in an honest and ethical manner.

To ensure that we are upholding our commitment to ethics and compliance, we have several documents and safeguards in place to hold SI-BONE and its employees accountable. Our policies are paired with a variety of trainings which our employees are required to take. In 2021, we deployed an enhanced compliance training course that covered a variety of topics such as healthcare compliance, anti-bribery and corruption, and our Code of Conduct. With our sales teams interacting with numerous facets of the healthcare industry, all new sales team hires receive additional live compliance training when onboarded and have an annual refresher training.

With healthcare professionals being a large clientele base, it is important that our Health Care Professionals Interactions Policy is strictly followed by our employees. This policy covers the requirements 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.

Outside of training, we have a Compliance Committee which meets quarterly to provide oversight and governance for the company's compliance function and compliance-related matters. The Compliance Committee contains members from multiple departments and includes many of SI-BONE's senior executives, demonstrating our commitment to ensuring that our Company is adhering to its compliance commitments. Our internal compliance team conducts regular compliance monitoring as dictated by the annual monitoring plan approved by the Compliance Committee.

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

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.

Data privacy and cybersecurity are extremely important to our business given our handling of potentially sensitive medical information and our role in the healthcare sector. We have implemented several programs and measures to protect our business, customers, employees, and most importantly, our patients. Additionally, our technology department works to ensure our systems are functioning to support the resiliency of the business.

We assess these systems by way of business tool reports, internal monitoring, and internal/external audits. Our team makes sure our databases, software, and computers are backed up to prevent loss. Our Disaster Recovery and Business Continuity Plan set forth our protocols.

We completed several initiatives in 2021 to increase our cyber and data security. These initiatives included the following:

- Trained executive staff on cybersecurity
- Conducted IT Strategy Assessment
- Implemented server back-up and disaster recovery
- Completed a phishing campaign assessment of all employees and instituted training
- Implemented patch management software
- Implemented a remote Global Hotline (for employees)
- Performed cybersecurity and privacy risk audits

Board Structure and Governance

Board of Directors

The Board of Directors plays a valuable role in the direction and oversight of SI-BONE's business. Specifically, the board oversees our risk management process and assesses strategic risk exposure. The board reviews, approves, and monitors our fundamental financial and business strategies, assesses major risks and how to address them, and oversees the processes and procedures designed to maintain SI-BONE's integrity.

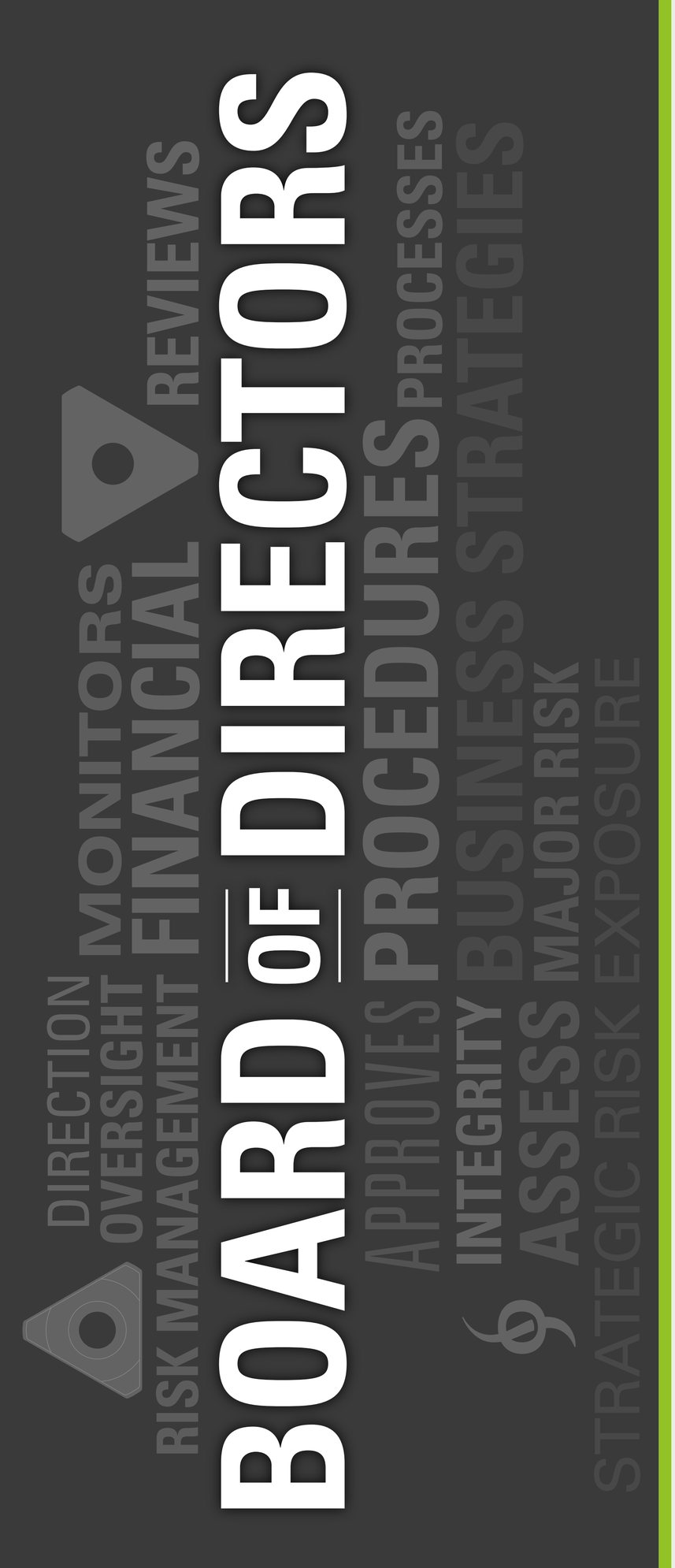
At the end of 2021, SI-BONE's Board of Directors consisted of 9 members, 4 of who are female, and 2 who identify as Asian.

Our Board of Directors consists of nine board members. Our directors have a variety of backgrounds, with varied skillsets that provide them with the ability to provide strong oversight and strategic direction of SI-BONE. oAs of the end of 2021, three of the nine directors were currently serving as named executive officers for public companies. Seven of the nine directors were independent. While our Chairman of the Board is our former Chief Executive Officer and President, the board has appointed a Lead Independent Director. We believe that this combination of independent and non-independent board leadership benefits SI-BONE.

- The role of Chairman of the Board being filled by our former CEO and President provides for continuity of leadership and promotes effective communication between management and the board.
- The Lead Independent Director provides an important independent perspective and offers an alternative channel of communication to the board.

Our directors serve for staggered three-year terms. We believe that a classified board, with a supermajority vote required to amend our charter and bylaws, is in the best interest of our shareholders because it improves board stability and encourages long-term planning. As our company matures, we will continue to evaluate our corporate governance structures. Additionally, members of our leadership team hold regular meetings with investors and their governance representatives to discuss their views. It is expected that the CEO serves on the Board and any member of the management team who can assist the board in fulfilling its responsibilities may serve on the board as appropriate. There are no set term limits for board members, nor is there any retirement age. There are four regular board meetings held throughout the year, with the expectation that our board members attend all of them. For more details, see our Corporate Governance Guidelines.

Risk management and oversight is one of the main responsibilities of the board. Management discusses strategic and operational risks with the board at regular board meetings as part of management presentations on business operations and strategy. In addition, in 2021, management conducted an Enterprise Risk Assessment that was provided to the board for review.



Board Structure and Governance

We have three standing committees which oversee the main governance functions and consist of only independent directors: the Nominating and Corporate Governance Committee, the Compensation Committee, and the Audit Committee. Each board committee meets regularly and reports to the full Board of Directors from time to time and whenever requested to do so by the Board.

For additional information on the committees, see our committee charters:

› *Audit Committee Charter*

› *Nominating & Corporate Governance Committee Charter*

› *Compensation Committee Charter*

Compensation

Our Compensation Committee oversees our compensation program. Key highlights of our compensation program include:

- In 2021, we migrated our Executive Chairman's severance to double trigger vesting, to align with market and other executive officers
- Our stock ownership guidelines require our directors and covered executives to hold meaningful amounts of our common stock, including common stock equal to 3x base salary for our CEO and directors.
- The Compensation Committee retains an independent compensation consultant to review and recommend executive compensation programs and practices.
- The Compensation Committee remains focused on potential future changes in executive compensation, like incorporating performance-based units as part of stock compensation, to continue to align the CEO and CFO compensation with shareholder value creation

SI-BONE®

LOOKING AHEAD

The release of our first sustainability report marks an exciting point in our journey as we continue to incorporate sustainability into our business practices and deliver strong long-term growth.

We understand that sustainability is a process of continuous improvement. Looking ahead, we will remain focused on our commitment to making a positive impact on our communities. We appreciate the opportunity to update you on this performance in the years ahead. We aspire to be an increasingly responsible company to achieve our mission to "help patients rise up and reach for the stars."

Thank you for joining us on this journey.

ABOUT THIS REPORT

This report is prepared in accordance with the Sustainable Accounting Standards Board (SASB) Medical Equipment & Supplies Standards.

Sustainability Accounting Standards Board (SASB) Index – Medical Equipment & Supplies

All data reflects the year ended December 31, 2021, unless otherwise noted.

ACCOUNTING METRIC	CODE	LOCATION/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	Not disclosed
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 surgeons and the patients have access to our products.
PRODUCT SAFETY		
Number of recalls issued, total units recalled	HC-MS-250a.1	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 2021.
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 2021.
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	All promotions must be consistent with approved instruction for use for our products and that the company will not tolerate, or market our products for, any "off-label" promotion or in any fashion other than in accordance with their instruction for use.
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. In addition, 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.

Sustainability Accounting Standards Board (SASB) Index – Medical Equipment & Supplies

All data reflects the year ended December 31, 2021, unless otherwise noted.

ACCOUNTING METRIC	CODE	LOCATION/RESPONSE
PRODUCT DESIGN AND LIFECYCLE MANAGEMENT (continued)		
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	(1) See Operational Excellence page 26. (2) Implants: 100%
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 132 suppliers on SI-BONE's Approved Supplier List, 42 have current ISO 13485 certification.
Description of efforts to maintain traceability within the distribution chain	HC-MS-430a.2	See Responsible Sourcing page 27.
Description of the management of risks associated with the use of critical materials	HC-MS-430a.3	See Responsible Sourcing page 27.
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	See Ethics and Compliance page 31.
ACTIVITY METRIC	**CODE**	**LOCATION/RESPONSE**
Number of units sold by product category	HC-MS-000.A	Not disclosed

1. *All data reflects the year ended December 31, 2021, unless otherwise noted.*

SI-BONE®

Contact

SI-BONE, Inc.
471 El Camino Real, Suite 101
Santa Clara, CA 95050

Phone:
+1 (408) 207.0700

Email:
General: info@SI-BONE.com

si-bone.com