



2022 ESG SUMMARY REPORT



**Corporate
Environmental
Social
Governance**



DAVID R. BAILEY
President and CEO

2022 was another year of transformational change for the OrthoPediatics (the “Company”); we have now helped over 630,000 kids across the globe. In April 2022, we acquired MD Orthopaedics and their industry-leading products to treat Club Foot. Ponseti Specialty Bracing addresses a painful deformity affecting an estimated 2 million children worldwide. Our further expansion included the July 2022 acquisition of Canada-based Pega Medical, wherein we onboarded their diverse team in Montreal.

Together, with Pega Medical, we now command a #1 share position of the Osteogenesis Imperfecta Telescopic Intramedullary Nailing market. Osteogenesis Imperfecta is a rare, congenital disease that causes bones to fracture easily.

A MESSAGE FROM OUR CEO:

We created our first ever Environmental, Sustainability and Governance (“ESG”) team reporting to Marie Infante, Chair of our Corporate Governance Committee. Ms. Infante also led our Board of Directors’ initiative to increase diversity of our Board by successfully adding Jimmy McDonald in the fall of 2022, with plans for further action in 2023.

We continued our industry leading support of surgeon education and became the sole sponsor of a women in pediatric orthopedics mentoring community. We expanded our partnership with the World Pediatric Project, with whom we support medical missions for children in developing countries, thus furthering our commitment to serving KIDS all over the world and being a good neighbor in the communities where we work and live.

Making a Difference

Rather than addressing much larger orthopedic markets, we partner with pediatric orthopedic specialists to develop innovative products that facilitate and improve better clinical outcomes for children. We not only make a difference in the lives of these patients, but also their families, who entrust their most precious gift to our surgeon customers and our surgical systems.

About OrthoPediatics

OrthoPediatics was founded on the cause of transforming the lives of children with orthopedic conditions such as congenital deformities and serious traumatic injuries. This patient population has historically been neglected by industry, and our global organization ensures KIDS have access to world-class technologies, which were previously unavailable. We are the only company exclusively focused on this cause, which unites our employees in a powerful sense of purpose and drives our business forward.



SOCIAL RESPONSIBILITY



OrthoPediatrix takes pride in the fact that our solutions improve the lives of over 70,000 children around the world each year.



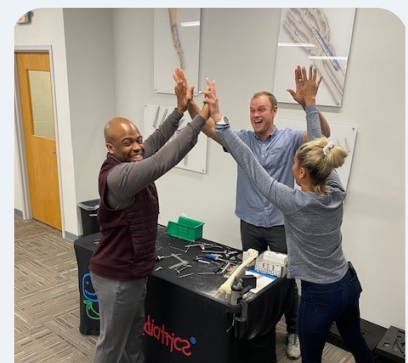
Six time winner of Best Places To Work in Indiana. Continuous improvement is key to our success in creating and growing our culture at OrthoPediatrix.



OrthoPediatrix and our employees contribute to World Pediatric Project with products, volunteers and financial to improve the lives of children in low-resource countries. We also support over 40 different foundations in their cause.



Our commitment to training the next generation of pediatric surgeons continued in 2022 with over 480 educational moments.



Commitment to Diversity

Diversity encompasses all the ways we differ – and for OrthoPediatrics, a truly different kind of orthopedic company, we are different in everything that we do. The families we impact, the surgeons we help, and KIDS all over the world – are diverse! Our process of inclusion is a critical element in our ability to lead innovation in pediatric orthopedics. OrthoPediatrics is committed to fostering an environment where the talents and differences of all individuals (including OP associates, vendors, shareholders, patients, customers, and guests) are understood, respected, and valued for the success of our business, and our cause of helping KIDS all over the world. Our Diversity & Inclusion efforts ensure we are respecting and valuing the similarities, differences, and full range of talents that everyone brings to our community. Among others, these differences include age, race, gender, ethnicity, national origin, mental and physical circumstances, sexual orientation and identity, education level, experience, geography, religion, language, perspective, and style.

Diversity & Inclusion Policy

- To treat everyone who is part of our community with dignity, respect, compassion and understanding.
- To promote a workplace environment which utilizes the talents and contributions of all OP associates for the long-term success and sustainability of our business.
- To eliminate aspects of culture, policies, or practices that are (or may be perceived as) impeding upon the full participation of all associates.
- To ensure the consideration of all qualified individuals for hiring and promotions by continually improving our business practices, and to actively recruit members of underrepresented groups for our open positions.
- To regularly evaluate and revise compensation and benefits plans to ensure that no individuals or groups are adversely impacted, and that all associates are treated fairly in these practices.
- To provide training and education so that all associates may appreciate the value of our Diversity & Inclusion practices and how they contribute to the success of the company.



CORPORATE GOVERNANCE AND BUSINESS ETHICS

At OrthoPediatics we focus on our Cause first, we always do the right thing, we treat each other right, and invest in each other. We are bold, we take risks, we don't penalize failure, we learn from experience and get better. We move with velocity and we are building leaders from within.

At OrthoPediatics, ethics and compliance are engrained in our corporate culture starting at the top, with our Board of Directors. Each Board member brings a diverse set of skills, experiences and background. They work together as an active governing body within a framework of three committees: Audit, Compensation, and Governance. The Governance Committee leads our Environmental, Social and Governance initiative providing guidance to our team to address challenges, drive positive change and meet company goals in these areas.



Mark Throdahl
Executive Chairman of the Board



David Bailey
President & CEO



Fred Hite
Chief Financial Officer & Chief
Operating Officer



Bryan Hughes
Director



Marie Infante
Director



Jimmy McDonald
Director



David Pelizzon
Director



Samuel Riccitelli
Director



Harald Ruf
Director



Terry Schlotterback
Director



Kevin Unger
Director

The Board of Directors of OrthoPediatics Corp. sets high standards for the Company's employees, officers and directors. Implicit in this philosophy is the importance of sound corporate governance. It is the duty of the Board of Directors to serve as a prudent fiduciary for shareholders and to oversee the management of the Company's business. To fulfill its responsibilities and to discharge its duty, the Board of Directors follows the procedures and standards that are set forth in these guidelines, including a different Chairman from President & CEO. Additionally, in 2022, OrthoPediatics named our first Healthcare Compliance professional and she continues to advance our compliance programs and culture across our global network of employees and partners including annual training.

ESG METRICS

Metric		2020	2021	2022	Standard Defined Metric	
Environmental						
1	Carbon Emissions - Scope 1 + Scope 2 (tons)			179	MSCI - Carbon_Emissions_Scope_12	
2	OSHA Work Related Accidents	0	0	1		
3	Require Supplier Confirm No Conflict Minerals	No	No	Yes		
Social						
4	Estimated Number of Children Helped	69,000	71,000	70,000		
5	Awarded Top Places to Work in Indiana	Yes	Yes	Yes		
6	Percentage of Minority Employees	17%	20%	22%	SASB FN-AC-330a.1	
7	Percentage of Female Employees	37%	41%	43%	SASB FN-AC-330a.1	
8	Number of Charity Organizations Supported	30	40	43		
9	Estimated Value of Charity Organizations Supported (\$,000)	\$340	\$171	\$614		
10	Require Suppliers Confirm No Child Labor	Yes	Yes	Yes		
11	Number of Recalls Issued Within FDA Database	3	0	2	SASB - HC-MS-250a.1	
12	List of Products In FDA's Safety Alert for Medical Products	0	0	0	SASB - HC-MS-250a.2	
13	Number of Fatalities Reported In FDA MAUDE Database	0	0	0	SASB - HC-MS-250a.3	
Governance						
14	Board Independent Percentage	Independent	7	6	6	
		Insiders	4	5	5	
		Total	11	11	11	SASB FN-AC-330a.1
		Independent %	64%	55%	55%	SASB FN-AC-330a.1
15	Percentage of Females on the Board	Male	10	10	10	
		Female	1	1	1	
		Total	11	11	11	
		Female %	9%	9%	9%	SASB - HC-MS-250a.1
16	Percentage of Minority on the Board	Non-Minority	10	10	9	SASB - HC-MS-250a.2
		Minority	1	1	2	SASB - HC-MS-250a.3
		Total	11	11	11	
		Minority %	9%	9%	18%	
17	Total number of Bribery and Corruption Controversies	0	0	0	MSCI - Contr_Brib_Corrupt_N_Total	
18	Amount of Losses as a Result of Legal Case with Bribery and Corruption	0	0	0	SASB - HC-MS-510a.1	
19	Policy in Place for Ethics Governing Interactions with Healthcare Professionals	Yes	Yes	Yes	SASB - HC-MS-510a.2	
20	Amount of Losses as a Result of Legal Case with False Marketing	0	0	0	SASB - HC-MS-270a.1	
21	Requirements Governing Promotion of Off-Label Use of Products	Yes	Yes	Yes	SASB - HC-MS-270a.2	
22	Accounting Deficiency Reported	0	0	0		
23	IT Security Breaches	0	0	0		
24	ESG Annual Report	No	No	Yes		

* These metrics are preliminary in nature and subject to changes in the future as we worked to continuously improve reporting.

Standards Used:

SASB Medical - Sustainability Accounting Standards Board

MSCI - Morgan Stanley Capital International