



2025

Treace Medical Concepts, Inc.
Impact Report

TREACE
A Step Ahead.™



About this Report

This Impact Report includes disclosures that are informed by the Sustainability Accounting Standards Board (SASB) standards for the Medical Equipment & Supplies industry. All financial information is reported in U.S. dollars, and unless otherwise stated, this report covers fiscal year 2024, as well as some key activities that have occurred already in 2025. This report was published on August 4, 2025.

Safe Harbor Cautionary Statement Regarding Forward-Looking Statements and Other Important Notes

This Impact Report contains forward-looking statements within the meaning of Section 27A of the Securities Act of 1933, as amended, and Section 21E of the Securities Exchange Act of 1934, as amended. All statements other than statements of historical fact are forward-looking statements. Forward-looking statements are based on management's current assumptions and expectations of future events and trends, which affect or may affect our business, strategy, operations or financial performance, and actual results and other events may differ materially from those expressed or implied in such statements due to numerous risks and uncertainties. Forward-looking statements are inherently subject to risks and uncertainties, some of which cannot be predicted or quantified. Certain factors that could cause actual results or other events to differ materially, and adversely, from those contemplated in this report can be found in our periodic reports filed with the Securities and Exchange Commission (the "SEC"), including but not limited to our most recent Annual Report on Form 10-K for the year ended December 31, 2024, filed with the SEC on February 27, 2025 and other subsequent reports. In some cases, you can identify forward-looking statements by terminology such as "anticipate," "assume," "believe," "commit," "contemplate," "continue," "could," "estimate," "expect," "goal," "intend," "may," "objective," "plan," "predict," "potential," "positioned," "seek," "should," "target," "will," "would" and other similar expressions that are predictions of or indicate future events and future trends, or the negative of these terms or other comparable terminology. Disclosures based on external standards may change due to revisions in framework requirements, availability of information, changes in our business or applicable governmental policies, or other factors, some of which may be beyond our control. Because forward-looking statements are inherently subject to risks and uncertainties, you should not rely on these forward-looking statements as predictions of future events. These forward-looking statements speak only as of their date, and we undertake no, and expressly disclaim any, obligation to update these statements, whether as a result of any new information, future developments or otherwise.

Furthermore, while matters (forward-looking or otherwise) discussed in this report or elsewhere may be significant, any significance should not be read as necessarily rising to the level of materiality of certain disclosures included in our SEC filings or any other regulatory obligations, even if we use the word "material" or "materiality" in relation to those statements or in other materials that we may release from time to time in connection with the matters discussed herein.

Moreover, given the uncertainties, estimates and assumptions required to make certain non-financial disclosures, and the timelines involved, materiality is inherently difficult to assess far in advance. In addition, non-financial information, such as that included in parts of this report, is subject to greater potential limitations than financial information, given the methods used for calculating or estimating such information. Methodologies, standards, and data standards and expectations regarding measurement, calculation, and otherwise used for matters related to environment, social and governance ("ESG") (including but not limited to any climate or other ESG-related metrics) are particularly prone to be complex, evolving, and subject to divergent perspectives; our approach will evolve over time, and there can be no assurance that our approach will align with the preferences of any particular stakeholder, either currently or in future. Similarly, various aspects of this report are based on policies and procedures that we believe apply appropriate levels of support to address issues in scope and, while these statements may use words such as "ensure", "prevent", or similar language, such terms should not be considered to mean (as there can be no guarantee) that such efforts will be successful in all situations. In addition, while we in some instances seek to align our disclosures and practices with the recommendations of various third-party frameworks, such as those of the SASB, we ultimately use such frameworks only as references and cannot guarantee strict adherence to these framework recommendations. Additionally, our disclosures based on these frameworks may change due to revisions in framework requirements, availability of information, changes in our business or applicable governmental policy, or other factors, some of which may be beyond our control.

Website and document references throughout this report are provided for convenience only, and their content is not incorporated by reference.

Terminology

As used in this Impact Report, unless expressly indicated or the context otherwise requires, references to "Treace Medical," "we," "us," "our," "company," and similar references refer to Treace Medical Concepts, Inc.

A Message From Our CEO

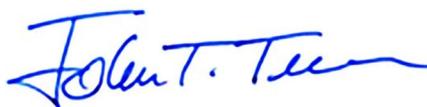
It is a privilege to present this Impact Report addressing the notable outcomes that Treace Medical Concepts, Inc. has achieved through our mission, products, processes, and workforce, thereby generating value for both our communities and stockholders. The Impact Report is positioned alongside our other corporate documents, including the 10-K, proxy statement, sustainability reports, governance documents, policies, and statements.

Our goal is, and always has been, to elevate the standard of care for the surgical management of bunions and related midfoot deformities. Millions of individuals suffer from bunions, significantly affecting mobility and quality of life. Since our first surgical cases in 2015, Treace Medical has been dedicated to informing people about surgical options that can offer lasting relief from bunion pain through our innovative procedures designed to shorten recovery time, minimize recurrence rates, and enhance patient outcomes.

We have pioneered and patented the Lapiplasty® 3D Bunion Correction® System, a combination of instruments, implants, and surgical methods designed to surgically correct all three planes of the bunion deformity and address the root cause of the bunion, helping patients return to their active lifestyles. We have continuously improved and refined the Lapiplasty® System, focusing on making it easier and faster for surgeons with smaller incisions.

To further support the needs of bunion patients, we introduced our Adductoplasty® Midfoot Correction System, designed for reproducible surgical correction of the midfoot. We continue to expand our footprint in the foot and ankle market with the introduction of our SpeedPlate® Rapid Compression Implants, an innovative fixation platform with broad versatility across Lapiplasty® and Adductoplasty® Procedures, as well as other common bone fusion procedures of the foot. In 2024, we initiated limited market releases of several new products, including two systems for minimally invasive osteotomy surgeries: (1) the Nanoplasty® 3D Minimally Invasive Bunion Correction System and (2) the Percuplasty™ Percutaneous 3D Bunion Correction System.

As a specialized company focusing on foot and ankle care, we have dedicated employees and surgeon advisors, comprehensive medical and patient education initiatives, a strong pipeline of innovative technologies, distinctive clinical studies, and robust governance. I am confident that we possess the right talent and strategies to realize our plans for our patients, customers, investors, and all Treace Medical stakeholders. We eagerly anticipate sharing updates on our achievements and our positive influence in the community and at large.



John T. Treace

CEO, Founder, and Board Chair

- 1. **Our Purpose**
 - a. Recent Highlights 1
 - b. ISO 13485 1
 - c. Mission and Values 2
 - d. The Bunion Problem 4
 - e. Our Place in the Solution through Surgical Management 4
 - f. The Four Bunion Classes and our Solutions 5

- 2. **Our Products**
 - a. Our Lapiplasty® System 7
 - b. SpeedPlate® Implant Fixation Platform 7
 - c. Our Adductoplasty® System 8
 - d. Our Hammertoe PEEK Fixation 8
 - e. Patient Specific Instrumentation 8
 - f. Our MIS Distal Osteotomy Systems 8
 - g. Our Product Portfolio 9
 - h. Packaging Reduction Program 10
 - i. Sterilization Batching 11
 - j. Rebox/Relabel Project 11
 - k. Increasing Access to Treatment 12
 - i. Educating Patients 12
 - National Bunion Day® 13
 - Pickleball Sponsorship 13
 - ii. Training Doctors 14
 - iii. Our BunionMasters™ Course 15
 - iv. Creating Custom Solutions - IntelliGuide™ PSI 15

- 3. **Our Process**
 - a. Our Commercial Strategy 17
 - b. Focused Experts: The only bunion-focused direct sales team 18
 - c. Process Enhancements - The Appiplasty™ Mobile Application 19
 - d. Product Quality and Supply Chain Management 20
 - e. Manufacturing and Supply 20
 - f. Importance of Supply Chain Oversight 21
 - g. Trust in our Third Party Suppliers 21

- 4. **Our People**
 - a. Our Culture 23
 - i. Corporate Philanthropy and Community Impact 24
 - ii. The Culture Team 26
 - iii. Quarterly Employee and Team Awards 27
 - iv. Annual Ethics Awards 28
 - b. Quality Control Training for Everyone 29
 - c. Research and Development 29
 - d. Workplace Safety 30
 - e. Providing Savings – Energy, Water, Waste 30

- 5. **SASB Disclosures**

Our Purpose



Recent Highlights	1
ISO 13485	1
Mission and Values	2
The Union Problem	4
Our Place in the Solution through Surgical Management	4
The Four Union Classes and our Solutions	5

Recent Highlights



Reached over 128,000 Lapiplasty® Procedures performed as of April 2025.



Expanded our internal safety training and resources.



Introduced 18 new products since 2023 designed to make bunion and related midfoot correction procedures faster, more efficient, and less invasive.



Expanded our sales training program.



Created onsite clean room capabilities to assemble product kits at our corporate headquarters, speeding up the introduction of new products and reducing time, impact and transportation costs in our supply chain.



Increased medical education programs for surgeons and multi-channel patient education campaigns to increase product reach, including through Annual National Bunion Day® on April 15, sponsorship of the Professional Pickleball Association (PPA) Tour and other activities.



Completed full year of smaller product packaging to reduce the paper and other resources used in our packaging and lower the costs and impact of transporting our products.



Continued to celebrate employees through recognition, including the Ethics and Culture Award.



Continuously improving our sterilization batching process to lower shipping and sterilization costs and decrease utility costs for our third-party sterilization processors.



Supported our communities with philanthropic support and events.



Continued enhancing supplier and internal quality management, cybersecurity, data privacy, and compliance programs.

Commitment to Quality: ISO 13485 Obtained

Treace Medical focuses on excellence in designing, developing, and deploying devices. The Quality Management System (QMS) was structured to meet FDA regulations while aligning with ISO 13485, the global standard for medical device quality management systems set by the International Organization for Standardization (ISO), even before obtaining the standard. We successfully attained Quality Management System (QMS) certification, ISO 13485, in December 2024.



The Purpose of Treace Medical

The Mission and Values of Treace Medical are the foundation of everything we do.

Our mission is to advance the standard of care for the surgical management of bunions and related midfoot deformities. We are committed to operating our business with the highest standards of ethical conduct. We intend to exceed our customers' expectations through an innovation-driven, high-velocity approach to solving treatment and surgical problems.

Our products and services are designed to enable foot and ankle surgeons to improve patient outcomes and reduce healthcare costs, while providing rewarding experiences and opportunities for our employees and stakeholders.



Four Treace Medical Values

We believe a strong culture of integrity and compliance is critically important to building a world class business. This means each of our employees living by our four core values of **Integrity, Courage, Excellence and Collaboration**.

<p>means that we are honest and always do the right thing for our customers, employees, and stockholders.</p>	<p>means that we have a passion for what we do, that we realize that medical learning is at the heart of what we do, that we have a sense of urgency to win every day, and that we seek to create true value – not through paper or gimmicks.</p>	<p>means that we take accountability and avoid surprises – that we tell the bad news first, not last.</p>	<p>means that we enlist the willing cooperation of others, that we surround ourselves with high performers, that we maintain an employee-friendly environment, and that we have fun doing our job!</p>



Treace Medical is 100% focused on improving surgical outcomes for bunion patients.



\$209.4M¹

2024 Revenue



9+

Focused years of innovation and technique refinement



26

Clinical publications directly support Treace Medical procedures

1. U.S. Sales Revenue = \$209.4 million



130,000+

Lapiplasty[®] procedures performed including many highly active patients²

2. TMCi data on file



3,135³

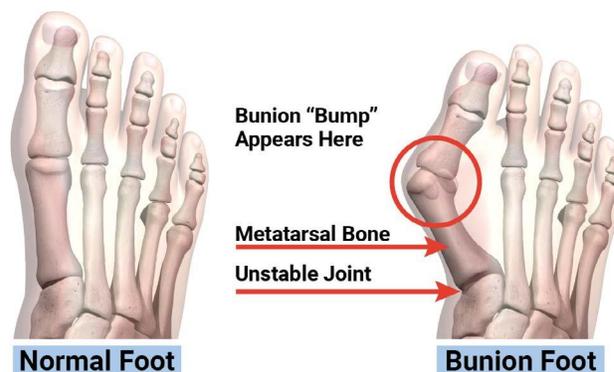
Surgeons performing the Lapiplasty[®] Procedure in the last 12 months

3. as of December 31, 2024

The Bunion Problem

Bunions affect ~67 million Americans and tend to worsen over time. About 25% of adults aged 18 to 65 and over 35% of those over 65 have bunions, which are often hereditary. The condition is more common in women, with 70% of sufferers being female, and it occurs in both feet 56% of the time¹. Bunions are progressive deformities that can lead to significant long-term issues if untreated, including:

- Pain in the bunion “bump” at the base of the great toe, which can also develop in the ball of the foot.
- Deterioration of quality of life, with limited mobility, restrictions on footwear, and an inability to participate in physical activities.
- Increased susceptibility to additional conditions, such as hammertoes and arthritis of the great toe joint.
- Increased risk of injury due to decreased stability, leading to a higher potential for falls.
- Emotional impact from being self-conscious about the appearance of the bunion.



Bunions are traditionally seen as two-dimensional issues. However, studies reveal that 87% have a three-dimensional rotational aspect, as well as horizontal and vertical misalignments of the metatarsal bone². Ignoring this rotation increases the risk of recurrence 10 to 12 times compared to surgeries that address the 3D nature^{3,4}. Surgeons increasingly recognize the importance of 3D correction, as evidenced by recent lectures and publications on the topic.

Our Place in the Solution through Surgical Management

Every year, 4.5 million people in the U.S. seek bunion treatment; of these patients, an estimated 1.1 million are deemed surgical candidates, which represents a total annual addressable market opportunity of more than \$5 billion^{5,6}. Annually, approximately 450,000 bunion surgeries are performed, resulting in over \$2.3 billion market opportunity. If the remaining 650,000 candidates of the 1.1 million surgical candidates opted for surgery, this represents an incremental opportunity of \$3.3 billion.

1. Nix S, Smith M, Vicenzino B. Prevalence of hallux valgus in the general population: a systematic review and meta-analysis. *J Foot Ankle Res.* 2010 Sep 27;3:21. doi: 10.1186/1757-1146-3-21. | 2. Kim Y, Kim JS, Young KW, Naraghi R, Cho HK, Lee SY. A New Measure of Tibial Sesamoid Position in Hallux Valgus in Relation to the Coronal Rotation of the First Metatarsal in CT Scans. *Foot Ankle Int.* 2015 Aug;36(8):944-52. doi: 10.1177/1071100715576994. | 3. Okuda R, Kinoshita M, Yasuda T, Jotoku T, Kitano N, Shima H. The shape of the lateral edge of the first metatarsal head as a risk factor for recurrence of hallux valgus. *J Bone Joint Surg Am.* 2007 Oct;89(10):2163-72. doi: 10.2106/JBJS.F.01455. | 4. Okuda R, Kinoshita M, Yasuda T, Jotoku T, Kitano N, Shima H. The shape of the lateral edge of the first metatarsal head as a risk factor for recurrence of hallux valgus. *J Bone Joint Surg Am.* 2007 Oct;89(10):2163-72. doi: 10.2106/JBJS.F.01455. | 5. MacDonald, A., Houck, J., & Baumhauer, J. (2017). The Road to Recovery for Bunion Surgery: Data Analytic Plots to Target Patient Progress. *Foot & Ankle Orthopaedics*, 2(3). <https://doi.org/10.1177/2473011417S000275> | 6. Data on File (iData Research Inc., May 2019)

The Four Bunion Classes and our Solutions

Since our inception, we have worked closely with surgeons to understand and serve the large, unmet needs in the bunion market. In 2018, our Surgeon Advisory Board published a peer-reviewed paper¹ describing four different classes of bunion deformities; these include:

1. Milder bunion deformities
2. Deformities that are more severe in nature
3. Bunions with a co-existing deformity of the midfoot
4. Bunions with a co-existing arthritic great toe joint

With new products introduced in 2024, we offer specialized surgical solutions for all four bunion classes. These align with our philosophy of anatomic three-plane bunion correction to support positive patient outcomes and user-friendly instrumentation for surgeons, making complex procedures controllable and reproducible.

Procedures and Products Covering the Four Classes of Bunions

Mild to Moderate Bunions	Mild to Severe Bunions	Bunions with Midfoot Deformity	Bunions with Great Toe Arthritis
<p>Minimally Invasive Distal Osteotomies</p> <p>Nanoplasty™ 3D MIS Bunion Correction</p>  <p>Percuplasty™ Percutaneous 3D Bunion Correction</p> 	<p>Lapiplasty® Procedure</p>  <p>Lapiplasty® Procedure ~7cm Incision; Introduced in 2015</p>  <p>Lapiplasty Mini-Incision® Procedure ~3.5cm Incision; Introduced in 2021</p>  <p>Micro-Lapiplasty System ~2cm Incision; Introduced in 2021</p> 	<p>Adductoplasty® Procedure</p> <p>Adductoplasty® Midfoot Correction System</p>   <p>Mini-Adductoplasty™ Minimally Invasive Midfoot Correction</p> 	<p>Great Toe Fusions</p> <p>Lapiplasty® 3D Bunion Correction</p>  <p>SpeedMTP® Rapid Compression Implant</p> 

1. Hatch DJ, Santrock RD, Smith B, Dayton P, Weil L Jr. Triplane Hallux Abducto Valgus Classification. J Foot Ankle Surg. 2018 Sep-Oct;57(5):972-981. doi: 10.1053/j.jfas.2018.02.008.

Our Products

Our Lapiplasty® System	7
SpeedPlate® Implant Fixation Platform	7
Our Adductoplasty® System	8
Our Hammertoe PEEK Fixation	8
Patient Specific Instrumentation	8
Our MIS Distal Osteotomy Systems	8
Our Product Portfolio	9
Packaging Reduction Program	10
Sterilization Batching	11
Rebox/Relabel Project	11
Increasing Access to Treatment	12
– Educating Patients	12
◦ National Bunion Day®	13
◦ Pickleball Sponsorship	13
– Training Doctors	14
– Our BunionMasters™ Course	14
– Creating Custom Solutions - IntelliGuide™ PSI	15

We have innovative and exciting products and solutions.

Our Lapiplasty® System

Our Lapiplasty® System is an innovative and leading solution that enables surgeons to consistently and reliably correct all three planes of the bunion, stabilize the first tarsometatarsal (“TMT”) joint and allow return to weight-bearing quickly in a walking boot. The Lapiplasty® System includes specialized procedural instrumentation and single-use, sterile implant kits and is suitable for a diverse range of patients with bunions.

Always Improving Our Lapiplasty® System

We are committed to enhancing the Lapiplasty® Procedure. In 2022 and 2023, we implemented improvements that enhance the speed and efficiency of the process. These enhancements include (1) the 3-N-1® Guide, (2) the S4A™ Anatomic Plating System, (3) the SpeedRelease® Release Instrument, and (4) the LapiTome® and RazorTome® Osteotomes, which are sterile, single-use instruments.

Our Minimally Invasive Lapiplasty® Approaches

To expand our Lapiplasty® offerings, in 2021, we launched the Lapiplasty Mini-Incision® System,

designed to allow the Lapiplasty® Procedure to be performed through a 3.5cm incision rather than the 6cm to 8cm incision with the standard Lapiplasty® Procedure. Following a limited commercial launch in 2023, we fully launched the Micro-Lapiplasty® Minimally Invasive System in third quarter 2024. This system allows for the patented Lapiplasty® Procedure to be executed through a minimally invasive 2cm incision, utilizing innovative SpeedPlate® implant technology for fixation.

SpeedPlate® Implant Fixation Platform

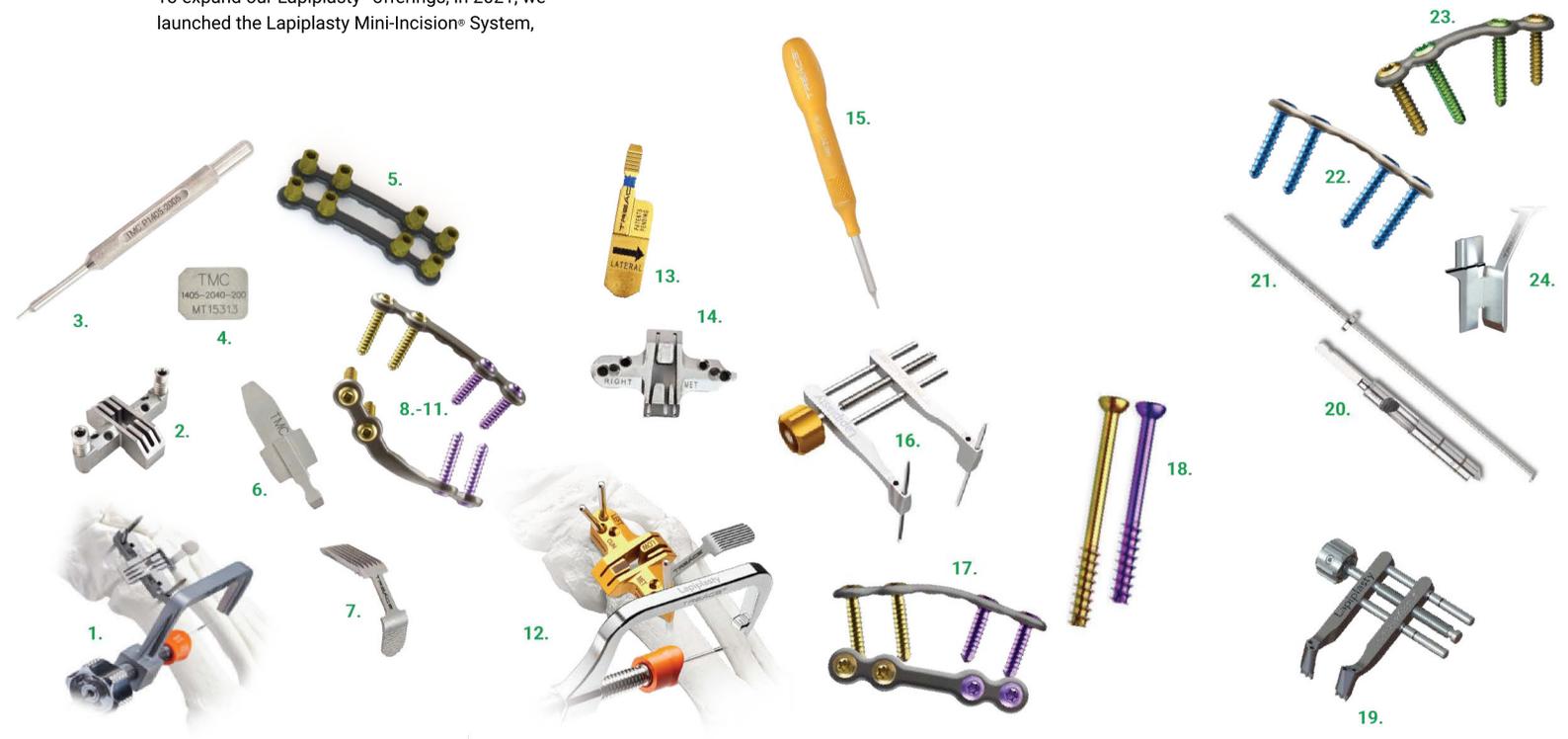
In late 2023, we launched the SpeedPlate® Rapid Compression Implant System, a cutting-edge fixation technology that enables quick insertion while delivering dynamic compression of joint surfaces.

Throughout 2024, our customers quickly embraced the SpeedPlate® fixation platform, prompting us to introduce additional variations, including designs tailored for fusing larger bones in the midfoot and rearfoot.

By the fourth quarter of 2024, we released the SpeedPlate® Micro-Quad Implant, a next-generation solution crafted for high stability and anatomical fit during small incision surgeries such as Micro-Lapiplasty® and Mini-Adductoplasty™ Procedures.

Expanding the SpeedPlate® fixation platform further, we introduced the SpeedAkin™ Anatomic Compression Implant. This unique Implant allows surgeons to apply dynamic titanium compression to stabilize the Akin™ osteotomy during the healing process.

Additionally, in the fourth quarter of 2024, we launched the SpeedMTP® Implant, designed specifically to address bunions through MTP fusions. The ultra-low profile dorsal MTP implant integrates our SpeedPlate® and FastPitch® technologies, ensuring fast insertion, impressive strength, and dynamic compression.



2015

2016

2017

2018

2019

2020

- | | | | |
|--------------------------------------------|-------------------------------------------|-----------------------------------------------------|---------------------------------------------------|
| 1. Lapiplasty® Positioner | 8. Lapiplasty® Anatomic Dorsal Plate | 15. Square Driver | 22. TMC 2.7mm Dia 1.25mm Pitch Locking Screw 16mm |
| 2. Lapiplasty® Parallel Cut Guides | 9. Lapiplasty® Plantar Python Plate | 16. Lapiplasty® Compressor Gen 1 | 23. Lapiplasty® Lesser TMT Fixation Kit |
| 3. Retention Shaft Driver | 10. Dia 2.5mm Locking Screw 12mm | 17. Lapiplasty® System 2 Anatomic Biplanar Implants | 24. Lapiplasty® SpeedSeeker® Instrument |
| 4. TMC Joint Seeker | 11. Dia 2.5mm Locking Screw 14mm | 18. Compression Screw System | |
| 5. Control 360™ Anatomic Biplanar Fixation | 12. Lapiplasty® Gold Series Cut Guides | 19. Lapiplasty® Compressor Gen 3 | |
| 6. TMC Cut Guide Seeker | 13. Lateralized One Wing | 20. TMC Fastgrafter® Harvester | |
| 7. Lapiplasty® Fulcrum | 14. Lapiplasty® Cut Guide Platinum Series | 21. TMC Handle-free Pusher | |

Our Adductoplasty® System

In 2021, we launched the Adductoplasty® System, which integrates our implants and precision instrumentation into a comprehensive solution designed for reproducible correction of metatarsus adductus deformities and midfoot osteoarthritis.

In 2022, we introduced the TriTome® Release Instrument, a sterile-packed, single-use device featuring three cutting edges, crafted to assist with tissue release during the Adductoplasty® Procedure.

In the third quarter of 2024, we commenced the full commercial release of the Mini-Adductoplasty™ Guides, enabling surgeons to perform the Adductoplasty® midfoot correction procedure through a 50% smaller incision, thereby minimizing soft tissue dissection.

Hammertoe PEEK Fixation System

In 2023, we introduced the Hammertoe PEEK Fixation System designed to address deformities such as hammertoe, claw toe, and mallet toe, which frequently accompany bunions. These deformities are among the most prevalent foot issues, resulting in approximately 700,000 surgical repairs per year in the U.S.

Patient Specific Instrumentation

In 2023, we acquired technology that enables us to use patient CT scans to develop pre-operative plans for correcting deformities and create patient-specific instrumentation for accurate surgical corrections tailored to individual foot anatomy.

In the first quarter of 2024, IntelliGuide™ patient-specific (“PSI”) lapidus cut guide was released for the Lapiplasty® Procedure.

In the fourth quarter of 2024, we expanded access to IntelliGuide™ PSI cut guide for Lapiplasty® and Adductoplasty® Procedures. The IntelliGuide™ software uses CT scan data to manipulate bones in three planes virtually, generating a specific pre-operative plan, BoneClone® models, and cut guide for the surgeon.

Our MIS Distal Osteotomy Systems

In the fourth quarter of 2024, we launched two new metatarsal osteotomy systems, the Nanoplasty® 3D Minimally Invasive Bunion Correction System and the Percuplasty™ Percutaneous 3D bunion correction system. These systems are designed to allow surgeons to deliver a reproducible triplanar correction of the bunion deformity through cosmetically appealing, hidden incisions. The Nanoplasty® System offers a quick learning curve for surgeons with intuitive instrumentation. The Percuplasty™ System offers sophisticated instrumentation designed to guide the application of fast, low-profile fixation through “poke-hole” incisions.



2021

2022

2023

2024

2025

- | | | | |
|---------------------------------------------------------------|---------------------------------------------------------------|------------------------------------------------------|----------------------------------------------------|
| 25. Lapiplasty Mini-Incision® System with PlantarPower® Plate | 32. SpeedPlate® Rapid Compression Implant System | 39. SpeedMTP® Rapid Compression Implant | 46. FeatherRasp™ Rapid Bone Contouring Tool |
| 26. Lapiplasty® 3-n-1® Cut Guide | 33. Micro-Lapiplasty® Minimally Invasive System | 40. Nanoplasty® 3D MIS Bunion Correction | 47. Akinator™ Single-cut Akin Wedge Osteotomy Tool |
| 27. FastPitch® High Pitch Looking Screws | 34. Hammertoe PEEK Fixation System | 41. SpeedPlate® Micro-Quad™ Implant | 48. SpeedAkin™ Anatomic Compression Implant |
| 28. Adductoplasty® Midfoot Correction System | 35. LapiTome® Hooked Bone Removal Osteotome | 42. IntelliGuide™ PSI midfoot cut guide | 49. GreatRelease™ MTP Release Instrument |
| 29. SpeedRelease® Guided Release Instrument | 36. RazorTome® Precision Osteotome | 43. SpeedPlate® Quad Implant | 50. Treace Allograft Wedges ² |
| 30. TriTome® Triple-Edge Release Instrument | 37. IntelliGuide™ PSI 1st TMT cut guide | 44. Percuplasty™ Percutaneous 3D Bunion Correction | |
| 31. S4A™ Anatomic Multiplanar Implants | 38. Mini-Adductoplasty™ Minimally Invasive Midfoot Correction | 45. CortiFuse™ Flowable Cortical Fibers ¹ | |

1. Manufactured by Origin Biologics | 2. Manufactured by Berkeley Advanced Biomaterials

Our Product Portfolio

Lapiplasty® 3D Bunion Correction®

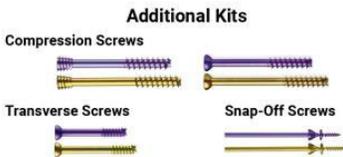
Lapiplasty® System S4A Plates



Lapiplasty® System 1



Lesser TMT Fixation Pack

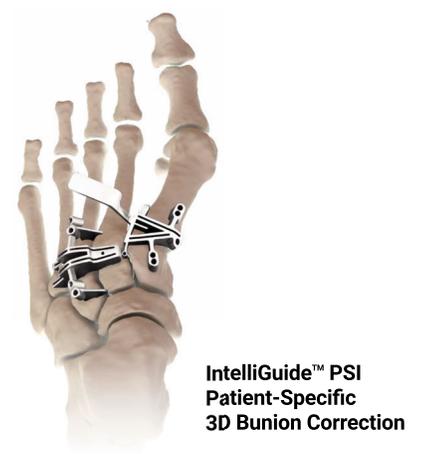
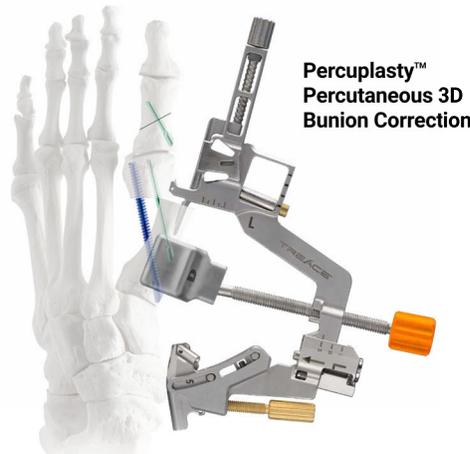
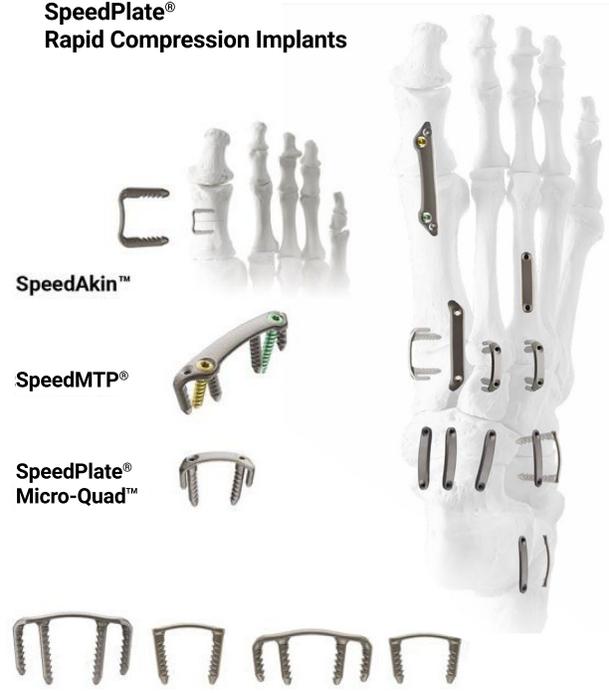


SpeedPlate® Rapid Compression Implants

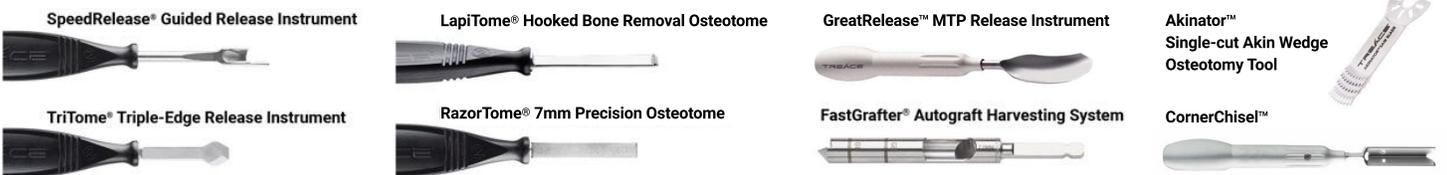
SpeedAkin™

SpeedMTP®

SpeedPlate®
Micro-Quad™



Sterile-Packed Instruments



Packaging Reduction Program

We expanded the validation of our most compact packaging system to support the launch of a new product line with over 30 sterile-packed SKUs. This expansion resulted in a **45% reduction** in packaging material waste (by weight) compared to previously validated options. This reflects Treace Medical's approach to minimizing packaging waste with each new product launch.

We have continued our program for reducing packaging, which we believe is beneficial for the company as well as for our suppliers and customers. Using the new, smaller packaging has resulted in a significant decrease in single-use materials sent to landfills.

This includes packaging reductions that we estimate since the start of 2024 have prevented approximately 7,700 lbs of waste from reaching landfills:

- **4,800 lbs of plastic (including foam)**
- **2,900 lbs of paper (cartons)**



Foam Usage Reduction

~63%

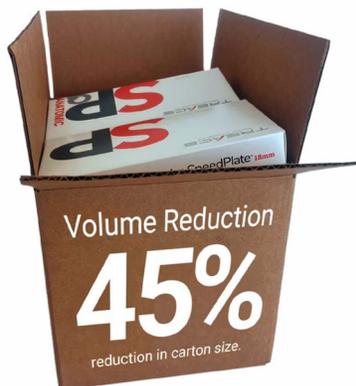
reduction in foam block size included in the packaging of each sterile kit

Material Reduction

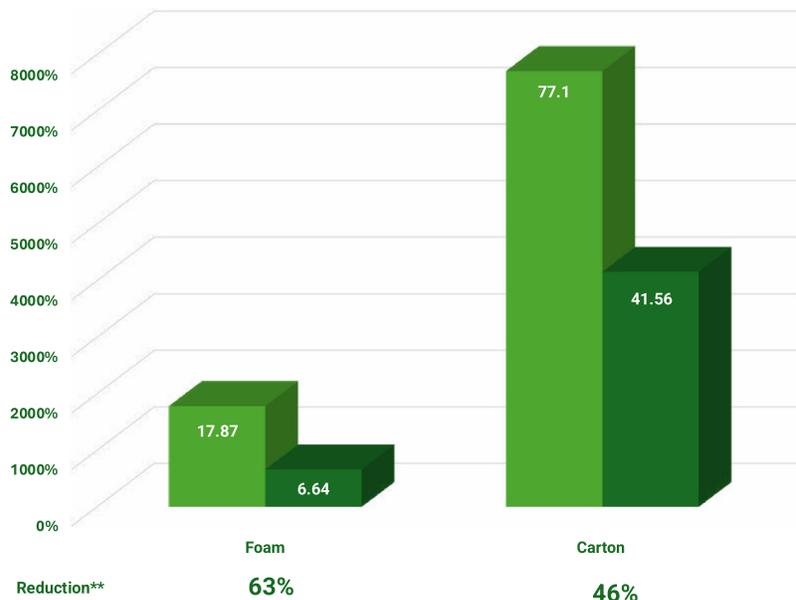
35.7%

total mass reduction per kit*

* Based on mass of highest selling kit (SK50), includes product components. Mass of SK50 Rev B (265.3g) versus mass of SK50 Rev C (170.55g).



Mass Reduction by Packaging Component



** The reduction information compares our prior packaging to the new packaging.

Sterilization Batching

In the past, Treace Medical product was sterilized whenever product arrived at the sterilization facility which at times resulted in unused capacity in the sterilization chamber.

In 2023, we implemented a sterilization batching process where product is shipped in batches to the sterilization facility. Once there is sufficient Treace Medical product to fill the sterilizer, the sterilizer is operated. This batching process resulted in a number of benefits, including the following:

Gamma Efficiency Increase

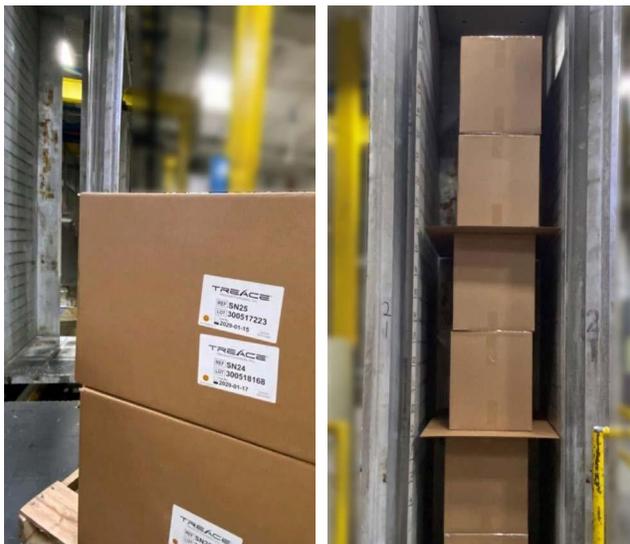
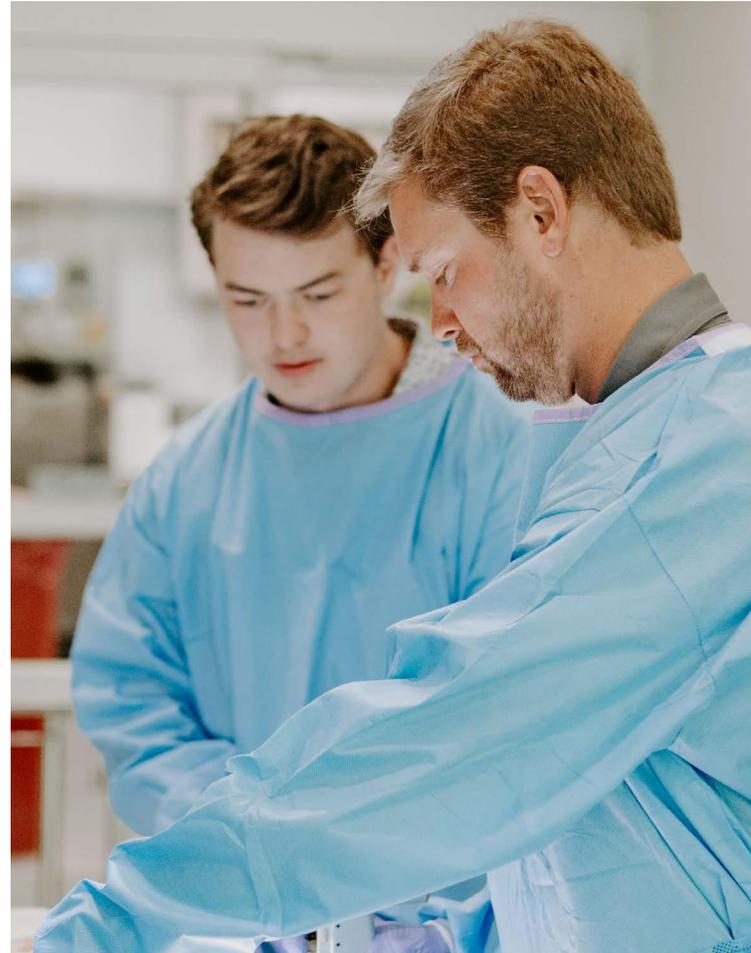
2.5x

as many kits sterilized per cycle*

*Based on maximum number of kits that can fit in a carrier per the sterilizer loading diagram. 960 kits per cycle in large packaging; 2400 kits per cycle in small packaging.

29.6%

reduction in sterilization batching runs (compared to the number of sterilization runs in the prior 12 months)



Sterilization Efficiency

~150%

The gamma sterilizer that could hold 960 kits can now sterilize 2,400 kits in the new smaller packaging.

Rebox/Relabel Project

A rebox/relabel project was initiated to extend the life of sterile-packed medical devices and prevent premature disposal. **By March 2025, up to 600 kits have been reboxed and relabeled, saving them from being discarded.**

Increasing Access to Treatment

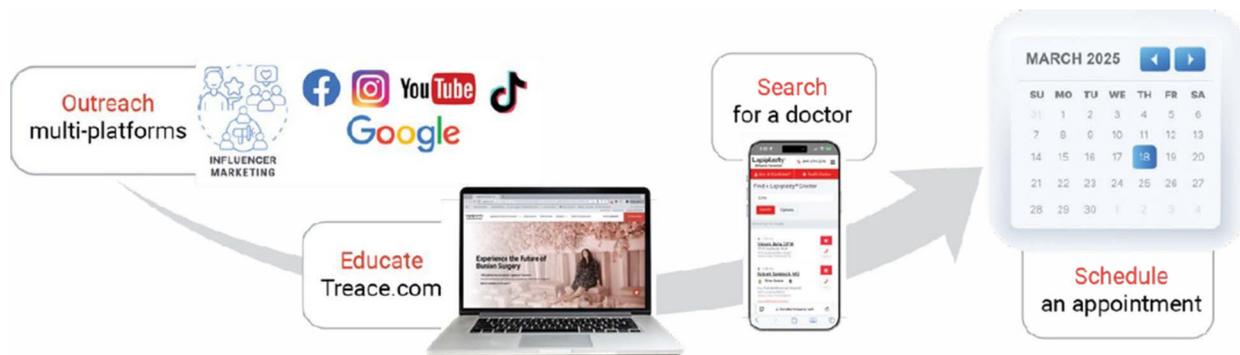
We are dedicated to expanding access to our procedures and products. Treace Medical has made 3D Bunion Correction[®] procedures available to a broader array of surgeons and their patients. We work to tackle all bunion classifications comprehensively with premium technology. Our approach includes comprehensive education programs for both surgeons and patients.



Educating Patients

We focus on patient awareness and education to increase the visibility of the Lapiplasty[®] Procedure, Adductoplasty[®] Midfoot Correction Procedure, and other procedures. We improve direct-to-patient education and participate in national consumer outreach programs.

Our goal is to inform patients about bunion deformities and our solutions. Visitors to our website can find detailed information about procedures, risks, benefits, and recovery, as well as locate nearby Lapiplasty[®] surgeons for assessments.



National Bunion Day®

On April 16, 2024, National Bunion Day® was launched in the United States, marking an extensive campaign to address misconceptions and stigma associated with bunions. We are proud to have just held the second National Bunion Day® on April 15, 2025. This day recognizes the need for increased public awareness of what bunion deformities are, their causes and treatment options. National Bunion Day® also provides an opportunity to foster a supportive community for those impacted by this common, painful, and often misunderstood condition. The theme of National Bunion Day® is StandUp2Bunions.



Pickleball Sponsorship

As another patient education initiative in 2024, Treace Medical was named the first Medical Device Partner and Official Foot and Ankle Solution Partner for Professional Pickleball Association (PPA) Tour. Our collaboration included dedicated space and fan activations at six PPA Tour events with thousands of fans and players at stops across the country. Additionally, official player challenges of calls during matches were held as the "Bunion Challenge." The sponsorship also included signage, clinics and pro experiences. We appreciated reaching people through our partnership with the PPA Tour and raising awareness of the impact that effective bunion treatment can have on the quality of life for patients.



Training Doctors

We allocate considerable resources to training and educating surgeons on Lapiplasty® Procedure, the Adductoplasty® Midfoot Correction Procedures, and other procedures involving our products.



Our Medical Education program features expert surgeon faculty who lead hands-on training and advanced webinars. We provide simulated surgical training for surgeons' surgeries using our proprietary techniques and products, such as Lapiplasty®, Adductoplasty® or Nanoplasty® Procedures, and our comprehensive curriculum includes clinical insights and practical workshops that simulate live surgeries.

Skilled trainers, including seasoned surgeons and clinical specialists, lead training sessions. We also offer ongoing peer-to-peer programs, including monthly "Mastery Webinars" and hands-on workshops on advanced techniques and new products.

Our commitment is to elevate the standard of care in bunion and midfoot deformity treatment through effective surgeon education.



National / Regional / Local Trainings

Includes introductory trainings, advanced skill courses, and masters courses.



Intro & Mastery Webinars

Includes monthly preplanned introductory and mastery webinars.



Medical Society Conferences

Includes the American College of Foot and Ankle Surgeons Annual Scientific Conference and American Orthopaedic Foot & Ankle Society Annual Meeting.



Peer-to-Peer Discussions

Includes 1:1 discussions between surgeon faculty and other surgeons to discuss cases, patient outcomes, complications, etc.



HQ Educational Site Visits

Includes visits to our headquarters locations for introductory, advanced skills and mastery courses.



Our BunionMasters™ Course

In 2025, we initiated the BunionMasters™ course. Surgeons attending BunionMasters™ connect with expert faculty and gain hands-on experience in treating all four bunion classes with solutions to correct bunions in all three dimensions. The courses include techniques to diagnose the bunion class, explore techniques to address the bunion, review prior surgical cases, and cover our proprietary procedures and products, including Lapiplasty®, Adductoplasty®, and our newest technologies: Nanoplasty®, Percuplasty™, and SpeedMTP®.

Creating Custom Solutions - IntelliGuide™ PSI

In 2023, we began using patient CT scan data to create 3D pre-operative plans for deformity correction. We produce 3D-printed, patient-specific cut guides tailored to each patient's unique foot anatomy.

By early 2024, the IntelliGuide™ Patient-Specific Instrumentation (PSI) technology was available in a limited market release for Lapiplasty® Procedures. Later that year, surgeon access was expanded to include both Lapiplasty® and Adductoplasty® Procedures. Our IntelliGuide™ software uses CT scans to manipulate bones into the desired state, create pre-operative plans, and develop patient-specific cut guides.

The IntelliGuide™ System streamlines surgical procedures, reduces steps and instrumentation, and enhances surgeon confidence and control, especially in complex cases.



CT Scan

Surgeon orders a weight bearing or non-weight CT Scan per protocol



Prescription Form

Surgeon submits a prescription form along with patient files (CT and WB X-Rays)



Pre-Op Plan

Surgeon approves the personalized correction and pre-operative plan



Surgery

Surgeon executes the procedure with less instrumentation

Our Process



Our Commercial Strategy	17
Focused Experts: The only union-focused direct sales team	18
Process Enhancements - The Appiplasty™ Mobile App Solution	19
Product Quality and Supply Chain Management	20
Manufacturing and Supply	20
Importance of Supply Chain Oversight	21
Trust in our Third Party Suppliers	21

Treace Medical prioritizes designing and delivering safe, effective, high-quality products to its customers.

Our Commercial Strategy



Our five-point strategy includes rapid product innovation, direct sales for bunion treatment, education for surgeons and patients, and supporting clinical evidence.

We promote our products through employee sales teams and independent agencies across the United States. We invest heavily in training our U.S. sales representatives and management, with a focus on regions with a high densities of prospective patients.

Our clinical innovation specialists and sales staff are trained in bunions, patient selection, procedure preparation, and regulatory guidelines to enhance surgeons' clinical adoption. They continue their education through foundational training, observation of procedures, and sales skill enhancement, providing clinical support during surgeries and building professional relationships with surgeons to improve patient outcomes.

Our patient outreach program informs patients about the Lapiplasty® Procedure and increases brand awareness as discussed above.



Focused Experts: The only bunion-focused direct sales team

We have implemented training programs for sales representatives and clinical specialists to meet the competency requirements of surgeons. Our initiatives include in-person training, procedure observation, and sales skills enhancement. These programs provide knowledge of bunions, patient selection, procedure planning and regulations to support clinical adoption and existing surgeon clients.

Investing in our sales staff's expertise and efficiency enables them to provide valuable technical support during surgeries, leading to improved patient outcomes.

New Hire/Onboarding

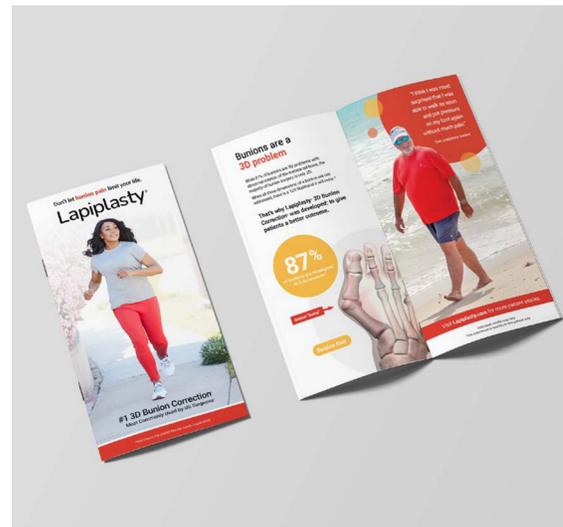
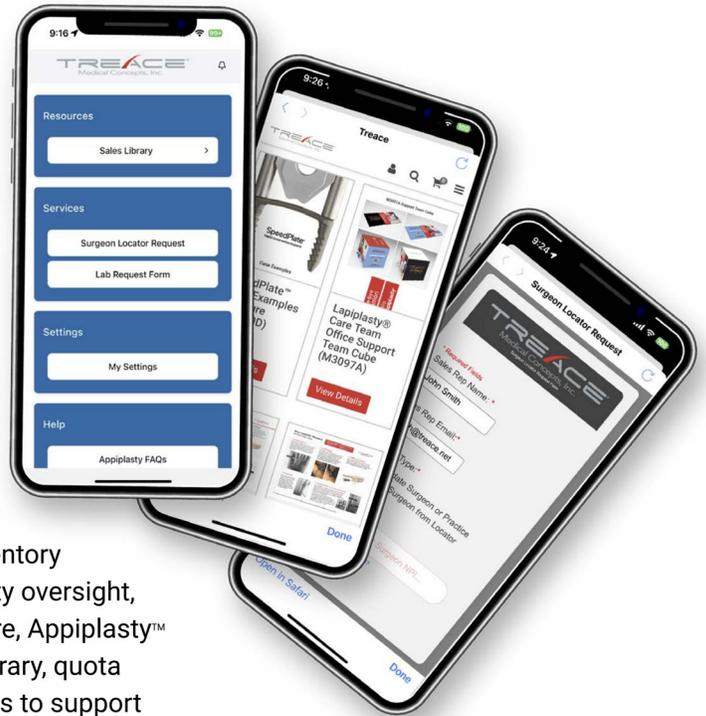
Prework	In-Person	Continuing Education
<p>20 Modules + Webinar</p>	<p>5 Days + Simulated Surgical Lab Assessment</p>	<p>2 - 3 Monthly Webinars + Podcasts + ELearning</p>

Process Enhancements - The Appiasty™ Mobile App Solution

The IT team supports and safeguards Treace Medical employees, products, and processes. They deliver ongoing updates and assistance for essential company information structures while enhancing the management system, finance systems, operations, and quality management.

The team also creates new tools to enhance effectiveness and precision while reducing waste. They developed the Appiasty™ application, a mobile application designed to boost company efficiency.

This application simplifies surgical scheduling, laboratory request management, shared calendars, inventory visibility, territory alignment with real-time pricing, facility oversight, order confirmations, and shipment tracking. Furthermore, Appiasty™ provides online sales training, access to a marketing library, quota management, and a streamlined purchase order process to support higher order volumes and improved operational efficiency.



The application receives regular updates based on user feedback, especially from the sales team. The IT department collaborates closely with the sales team to implement enhancements, gather input on functionality, and resolve any issues. Appiasty™ embodies the insights of the sales team.

Product Quality and Supply Chain Management

To ensure the integrity of our products and processes, we have implemented rigorous quality management procedures that adhere to relevant quality standards and regulations.

Our team is dedicated to enhancing our quality management system (QMS) while ensuring compliance with quality regulations. Each member is responsible for delivering high-quality products that meet FDA and internal standards.



We strive for excellence in device design, development, and deployment. Our QMS aligns with FDA regulations and meets ISO 13485, the international medical device quality management system standard and we successfully attained its Quality Management System (QMS) certification, ISO 13485, in December 2024.



Manufacturing and Supply

We engage with third-party manufacturers to produce cost-effectively and maintain multiple suppliers for key components. Our agreements avoid "take or pay" commitments and financial penalties for minimum purchases. In most cases, we have redundant manufacturing capabilities for our products.



Importance of Supply Chain Oversight

We require our suppliers to uphold ethical standards and follow regulations. Companies that supply our implants and surgical instruments must have ISO 13485 certification, be registered with the U.S. Food & Drug Administration (FDA) and provide their employees quality assurance training.

We audit these suppliers initially and routinely to ensure they comply with quality management standards. Our internal team audits implant suppliers yearly and surgical instruments suppliers every two years, considering product type, supplier performance, past audits, and regulatory changes. Supplier training processes are reviewed during qualification and may be regularly audited.

Supplier Expectations

- Meet quality standards and establish quality assurance to correct defects
- Deliver products or services that meet contract requirements
- Minimize nonconforming parts and materials
- Detect and exclude counterfeit parts, notify of nonconforming products



Trust in Our Third-Party Suppliers

Our supplier management program rigorously evaluates and approves product suppliers through assessments, qualifications, validations, testing, and inspections to ensure quality standards. We enforce a strict change control policy with key suppliers to prevent unauthorized changes to components or processes.

We determine order quantities and lead times based on forecasts of historical and projected demand. Lead times vary by factors, such as order size, fabrication time, supplier requirements, and market demand.

Our People



Our Culture	23
– Corporate Philanthropy and Community Impact	24
– The Culture Team	26
– Quarterly Employee and Team Awards	27
– Annual Ethics Awards	28
Quality Control Training for Everyone	29
Research and Development	29
Workplace Safety	30
Providing Savings – Energy, Water, Waste	30

We are dedicated to enhancing the quality of care for bunion surgeries and related midfoot conditions. To make this happen, we must have people within our organization who align with our core values and beliefs.



Our Culture

Our environment is collaborative, offering performance-based compensation, comprehensive benefits, equity awards, career development opportunities, and ongoing training. A 2024 employee survey showed 79% engagement, higher than the 73% average in similar industries. We use this feedback to improve our workplace culture.

We focus on nurturing talent, promoting internal growth, and ensuring succession planning. Our leadership team conducts annual talent reviews to identify needs, opportunities, and potential leaders.



Corporate Philanthropy and Community Impact

An element of our culture involves giving back to the community and building team cohesion through charitable projects. In 2024, we donated over \$63,000 to St. Jude Children’s Research Hospital, and we participated in an annual food & goods drive for Feeding Northeast Florida. Various functional teams spent time together on service projects with local nonprofits, including the following:

Jax Beach Cleanup Project – The team’s initiative to safeguard and maintain the stunning shoreline of Jacksonville Beach. Equipped with gloves, trash bags, and ample enthusiasm, the Treace Medical team actively removed trash and debris, ensuring a clean and safe coastal environment for everyone.

Feeding Northeast Florida - In collaboration with Feeding Northeast Florida, a food bank serving Baker, Bradford, Clay, Duval, Flagler, Nassau, Putnam & St. Johns Counties, the team sorted, packed, and distributed food to families in need across the community. This initiative showcased the strength of collective action, providing thousands of meals and ensuring our neighbors had access to healthy, nutritious food.

Ronald McDonald House – At the Ronald McDonald House, our team collaborated to foster a warm and inviting atmosphere for families staying near their hospitalized children. Through food preparation and cleaning assistance, we supported these families during a difficult time, offering care and compassion in every action.

Feed My Starving Children - In partnership with Feed My Starving Children, we helped pack nutrient-rich meals to aid children facing malnutrition globally. Our joint efforts provided essential sustenance to communities in critical need, illustrating our commitment to serving those beyond our immediate surroundings.

Rethreaded Volunteer Event – In support of Rethreaded, a Jacksonville nonprofit, our team participated in training on human trafficking and worked on projects to support products crafted by Rethreaded’s survivors.

K9s for Warriors – We supported K9s for Warriors, an organization dedicated to ending veteran suicide by providing highly trained service dogs to veterans in need. Treace Medical employees helped with landscape maintenance and by washing transportation vehicles at their K9 training center in Ponte Vedra, FL.

We provide various other monetary and product donations to support educational and humanitarian causes, including donating funds for a number of educational labs, among other initiatives in 2024.

We also support the AOFAS Women’s Leadership Initiative, which supports and encourages women in foot and ankle orthopaedic surgery. The initiative includes the Women’s Leadership Awards, which recognizes outstanding female leaders in foot and ankle orthopaedics, as well as a Women’s Leadership Scholarship Program. Last year, we sponsored two awards that were presented at the 2024 AOFAS Annual Meeting.



The Culture Team

The Culture Team was formed in 2023 to enhance our values and improve the employee experience. This team includes members from different organizational levels, backed by four executive leaders.

They encourage employee ideas and have launched two recognition programs. The team promotes engagement through peer recognition and organizes quarterly awards to honor contributions. Additionally, they participate in team-building activities and community service initiatives, such as volunteering, food drives, and charity events.

The Culture Team requests nominations and presents quarterly awards, which began in 2024:



The Extra Mile: an employee or team that provided exceptional service to an internal or external stakeholder or solved a challenging problem for our customers surgeons.

Eagle Eye: an employee or team that did an outstanding job of finding an issue, identifying a process improvement or savings opportunity and/or stopping a problem.

A Step Ahead: an employee or team that demonstrated strategic thinking and actions that adhered to Treace Medical's lean start up mentality/MVP (test and learn), showed a willingness to try something new, iterated rapidly, and/or took a calculated risk that led to a positive outcome for the business.



Extra Mile award recipients have included:

1. Our Product Manager that effectively led the Nanoplasty® procedure's commercialization efforts.
2. A sales representative who steadily built relationships with well-respected surgeons at an important hospital to consider our Lapiplasty® procedure.
3. Our Environmental Health and Safety Specialist who was recognized for his outstanding commitment to a culture of safety, his cross-functional collaboration, his attention to detail, and for going above-and-beyond for other employees.
4. An associate sales representative who increased business with current users and onboarded a new surgeon while her sales representative was out on leave, allowing the pipeline to stay strong for the lead representative's return.



Eagle Eye award receipts have included:

1. Our Sales Support Team, which managed inventory allocations so that sales representatives had the right inventory to cover every surgical case, managed expired inventory, fulfilled advance purchase orders and supported receivables collection efforts.
2. Our Field Inventory Auditor who improved our inventory warehousing system.



Step Ahead award recipients have included

1. The Appioplasty™ development team that collaborated within the Information Technology team and cross-departmentally to quickly develop and consistently improve the Appioplasty™ application, which has positively impacted many business processes from digital purchase order processing, scheduling, reporting, forecasting, tracking inventory, ordering patient and surgeon education materials, and adding functionality for sales representatives.
2. Our Director, Sales Operations for his skill and collaboration in improving sales and territory performance dashboards.
3. Our Senior Quality Engineer who led our rebox and relabel process to extend the life of our kits to the new 5-year label.

Annual Ethics Awards

The annual company award highlights Ethics and Culture Week 2024, featuring a range of events and activities that celebrate our corporate culture, raise awareness of ethical issues, and foster discussions on compliance and ethics.

This year, Treace Medical proudly presented the 2024 Treace Ethics and Culture Award to three individuals: a field sales representative and two corporate office leaders. Selected through employee nominations by an awards committee, these honorees embody our core values of Integrity, Excellence, Courage, and Collaboration in their positions.

The 2024 Treace Ethics and Culture Award recipients have been recognized for their consistent commitment to ethical practices, effective collaboration with colleagues, steadfast commitment to excellence, and decision-making that reflects Treace Medical's Values and Ethics. These awardees continue the legacy of the previous recipients and stand for the many other dedicated employees nominated for this honor; all committed to Treace Medical's values.



Quality Control Training for Everyone

All Treace Medical employees receive new hire orientation and training; the Quality Assurance team provides training on the quality system. Department managers are responsible for ensuring that personnel are aware of the relevance and importance of their activities that affect quality and how they contribute to the achievement of the quality objectives; each employee is expected to understand our quality system and acknowledge that they have read our quality policy.

Corporate employees' annual training encompasses regulations, management responsibilities, production and design controls, corrective actions, document management, supplier oversight, and procedures for handling nonconforming products.

Sales and corporate teams also receive annual training on reporting product defects that require investigation, emphasizing their role in supporting product safety and facilitating compliance with regulations.



Research and Development

We dedicate significant resources to product research and development, involving engineers, our Surgeon Advisory Board, and surgeon consultants.

Our employee engineering personnel and our Surgeon Advisory Board and other surgeon consultants help us to generate ideas and develop product innovations. The Surgeon Advisory Board, composed of podiatrists and orthopedic surgeons, offers insights to address the needs of both fields.

Our research and development team focuses on improving clinical outcomes by designing new, procedure-specific instruments and products and by developing enhanced surgical techniques.



Workplace Safety

Ensuring the health and safety of our colleagues, agents, visitors, and the communities we serve is a primary business priority and integral to our core values. Our headquarters have state-of-the-art facilities that enhance employee work experiences, including training rooms, laboratories, an onsite café, wellness spaces, quiet zones, and collaboration areas.

Our Environmental, Health, and Safety (EHS) department ensures compliance with EHS regulations. The EHS team implements safety programs, conducts hazard evaluations, and develops emergency action plans. They also maintain reporting mechanisms, create safety checklists, and train employees in safety practices. Our safety team has led us to a record of only one OSHA recordable incident in the 28 month period ending July 31, 2025.

Providing Savings – Energy, Water, Waste

Waste to Recycle Ratio % by Quarter



SASB



Disclosure Topic	Accounting / Activity Metric(s)	2024	SASB Code
Affordability & Pricing	Description of how price information for each product is disclosed to customers or to their agents	See "Coverage and Reimbursement" and "Pricing" sections on page 9 of our 2024 ESG Report	HC-MS-240a.2
Product Safety	Number of recalls issued, total units recalled (as classified in the FDA Medical Device Recalls database at Medical Device Recalls)	1*	HC-MS-250a.1
Product Safety	List of products listed in the FDA's MedWatch Safety Alerts for Human Medical Products database	0	HC-MS-250a.2
Product Safety	Number of fatalities related to products as reported in the FDA Manufacturer and User Facility Device Experience database	0	HC-MS-250a.3
Product Safety	Number of FDA enforcement actions taken in response to violations of current Good Manufacturing Practices (cGMP), by type	0	HC-MS-250a.4
Ethical Marketing	Total amount of monetary losses as a result of legal proceedings associated with false marketing claims	\$0	HC-MS-270a.1
Ethical Marketing	Description of code of ethics governing promotion of off-label use of products	See "Labeling and Warnings" section on page 16 and "Ethical Marketing and Interactions" on page 32 of our 2024 ESG Report	HC-MS-270a.2
Product Design & 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	See "Product Design & Lifecycle Management" and "Environmental Compliance" on page 13 and the topics covered on page 18 of our 2024 ESG Report	HC-MS-410a.1
Product Design & Lifecycle Management	Total amount of products accepted for take-back and reused, recycled, or donated, broken down by: (1) devices and equipment and (2) supplies	See "Product Design & Lifecycle Management" on page 13 of our 2024 ESG Report	HC-MS-410a.2

Disclosure Topic	Accounting / Activity Metric(s)	2024	SASB Code
Supply Chain Management	Percentage of (1) entity's facilities and (2) surgical implants suppliers' facilities participating in third-party audit programs for manufacturing and product quality	(1) See "Product Quality and Supply Chain Management System" on page 23 (2) See "Importance of Supply Chain Oversight" on page 24	HC-MS-430a.1
Supply Chain Management	Description of efforts to maintain traceability within the distribution chain	See "Product Traceability" on page 18 of our 2024 ESG Report	HC-MS-430a.2
Supply Chain Management	Description of the management of risks associated with the use of critical materials	See "Critical Materials" on page 18 of our 2024 ESG Report	HC-MS-430a.3
Business Ethics	Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption	\$0	HC-MS-510a.1
Business Ethics	Description of code of ethics governing interactions with health care professionals	See "Ethical Marketing and Interactions" on page 32 of our 2024 ESG Report	HC-MS-250a.2

*The recall was limited to 40 devices in limited market release due to an out of specification feature. Those products were removed from the market in June 2024 in accordance with FDA regulations for medical device recalls.

